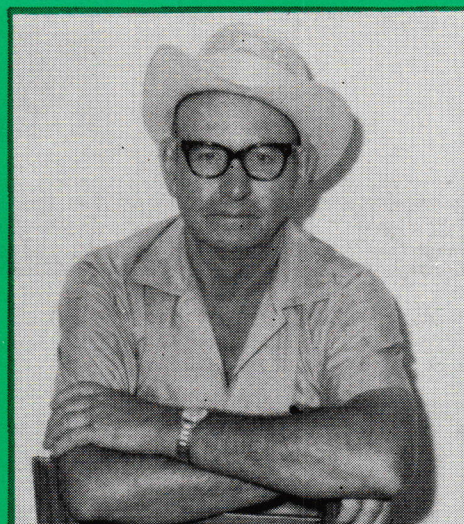
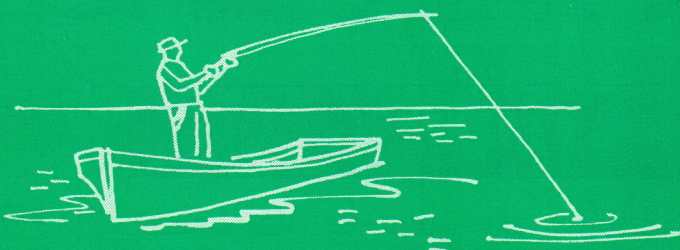
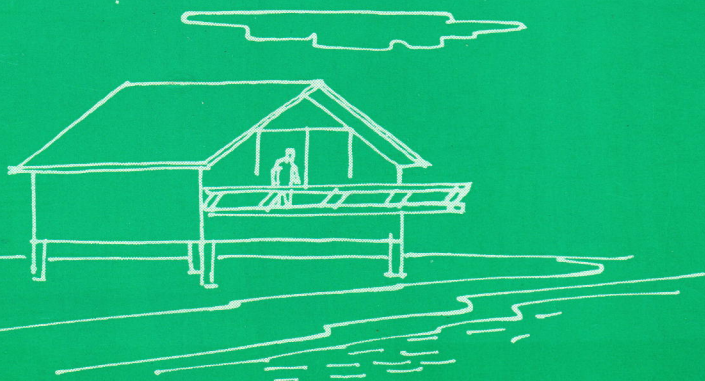


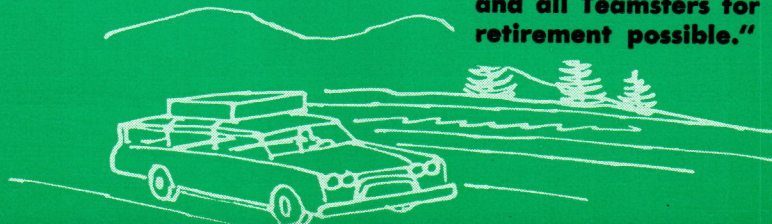
APRIL, 1969



Retired Teamsters, like William Graham, pictured here, of Lake Travis, Texas, daily express their appreciation for the Teamster negotiated pension plans. Several such letters appear in this issue of the International Teamster.

Graham was a Teamster for 22 years, a road-driver for Consolidated, with a record of over 3 million miles.

He says: "I wish to thank Brothers Fitzsimmons and Jimmy Hoffa and all Teamsters for making my retirement possible."



Fitzsimmons Testimonial Raises \$180,000 for Charity

See Page 7



LABOR'S PLACE IN HISTORY

YES, VIRGINIA (you once asked if there is a Santa Claus), there is a close relationship between the free press and free enterprise—but nobody pays much attention to this marriage of convenience until it is paraded, nay, flaunted in the public eye.

An example of what we mean, Virginia, occurred last March in Washington, D.C., when the Financial General Corp. (FGC) held its annual "economic forum." There were some 700 bankers and business leaders assembled for the event.

You must remember, Virginia, that FGC is a kind of Santa Claus itself for those bankers and businessmen. FGC is a registered bank-holding company now nearly 60 years old. Its assets totaled more than \$1.5 billion at the end of 1967 and it has a controlling interest in a score of banks and pieces of another half-dozen banks, mostly in the Washington, D.C. metropolitan area.

Now, you may ask what has this got to do with organized labor?

Well, guess who was the main speaker at the FGC "economic forum"—that's right, John H. Kauffmann, president of The Evening Star Newspaper Co., which publishes the Washington (D.C.) *Evening Star*, a daily newspaper that prides itself on reporting the course of events in the national capital.

Perhaps it was only coincidental that Mr. Kauffmann spoke as he did to the bankers and businessmen. On the other hand, it might have had something to do with the vast amounts of advertising that they purchase in the *Evening Star*. Anyway, he certainly told them what they wanted to hear.

He said that the power of unions has offset the government's efforts to stem inflation. He also came out for prohibition of strikes and lockouts. He further said that some system of compulsory arbitration should be established to settle "labor disputes." (He did not call them "labor-management disputes.")

Now you're beginning to see, Virginia, the significance of the marriage between the free press and free enterprise.

Mr. Kauffmann had more to say. He said the real cause of inflation was "the imbalance of power in the hands of labor unions which allows them to make gains at the so-called bargaining table which more than offsets the hoped-for results of the surtax and the higher interest rates."

Blaming recent wage settlements and union power for today's "spiraling inflation," Mr. Kauffmann said further that with power and money and protected by "excessively liberal labor laws," the irresponsible unions use the strike weapon to obtain settlements which may strengthen them but may be detrimental to the long-term interests of their members. Read that again, Virginia.

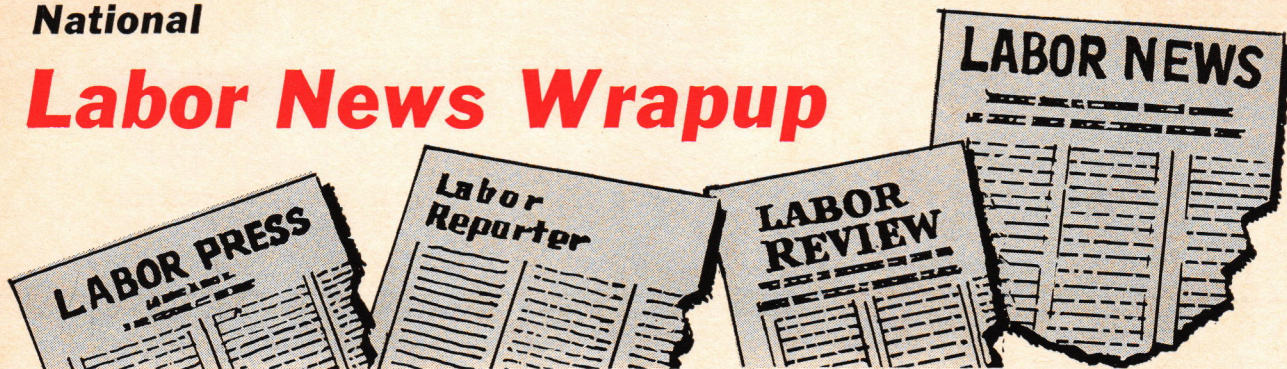
The publisher told the financial leaders that the operative principle in labor-management negotiations is "might makes right." He said the country's economy can only benefit through an opposite principle, "right makes might."

What the free press really seemed to be saying, Virginia, was that free enterprise was okay until unions began to understand and exercise the meaning of the term.

The moral would seem to be: "Might makes right until right makes might."

National

Labor News Wrapup



WASHINGTON, D.C.—President Nixon named J. Curtis Counts, a vice president of employee relations at Douglas Aircraft, to head the Federal Mediation and Conciliation Service. Counts succeeds the retiring William E. Simkin.

WASHINGTON, D.C.—A West Virginia coal miner told a congressional committee that federal law should punish miners as well as coal companies for safety violations. He said safety violators should be fined a day's wages while errant companies should be fined \$1 per ton of coal produced in the 24-hour period when the violation occurred.

UNDATED—The Associated General Contractors reportedly are putting the finishing touches on a strike insurance plan for construction industry members. The scheme would help struck builders cut their losses and hold out longer against union wage demands.

ADEL, GA.—This city's ordinance requiring union organizers to obtain a \$500 permit for soliciting workers and to pay the city \$25 for each "recruit" was held unconstitutional by a recent decision of a federal district judge. Such ordinances are common throughout the South.

WASHINGTON, D.C.—Labor reporters recently received a list of "lost causes" from Sen. Paul Fannin (R-Ariz.). Accompanying the list of 8 bills he has introduced to curb "union power" was the notation that there was "little likelihood" any of them would get anywhere in this Congress.

WASHINGTON, D.C.—Named for the post of Assistant Secretary of Labor for Wage and Labor Standards was Art Fletcher, one-time professional football player and lately a member of the staff of Gov. Daniel J. Evans of Washington.

DENVER, COLO.—The executive board of the Oil, Chemical and Atomic Workers AFL-CIO unanimously voted to declare a world-wide consumer boycott against Shell Oil Co., and Shell Chemical Co., because of the company's unfair and unreasonable approach to bargaining on new contracts.

CHICAGO, ILL.—William L. McFetridge, former president of the Building Service Employees International Union AFL-CIO, died recently. He was 75 years old.

WASHINGTON, D.C.—President Nixon declared May 22 as National Maritime Day, 1969, and urged Americans to hang out the flag in honor of the American merchant marine.

MONTREAL—The trade union of professional Canadian diplomats recently negotiated a 39-month contract with the Canadian government. The agreement provides for a 20 per cent pay raise for Canada's 400 diplomats in 85 missions abroad.

SACRAMENTO, CALIF.—Membership in California unions passed the 2-million mark in 1968, according to the California Department of Industrial Relations.

WASHINGTON, D.C.—The U.S. Office of Education is asking leading women's organizations to aid in recruiting 100,000 women needed to meet critical shortages in educational personnel.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

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Volume No. 66, No. 3

April, 1969

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\$180,000 raised for two charities

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Braniff employees voting for IBT membership

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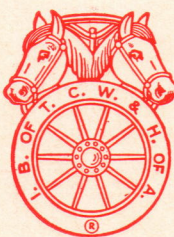
Proceeds go to fund scholarship program in N.J.

Living Costs Go Up Again in February 18

Chances for tax cut go out the window

A SPECIAL REPORT: On Page 15

**Teamsters Play Important
Role in Distribution of
CARE Aid to Needy**



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.

From The



FIELD

Yakima Teamsters Give Lotsa Blood

Since 1955 when Teamster Local 524 of Yakima, Wash., established its blood bank program in connection with the American Red Cross, the membership has donated a total of 4,069 pints of blood—more than 500 gallons.

Fred Wehde, Local 524 secretary-treasurer and driving force behind the program, said the local union has 122 galloneers or multi-galloneers who have given a total of 301 gallons of blood. George Jackson, with 73 pints, is the high individual donor.

Vancouver Leader On Commission

E. M. Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., recently was named to the royal commission on liquor laws by an order-in-council of the cabinet.

Lawson and 2 other appointed members are empowered to make recommendations to the cabinet on the laws and regulations concerning distribution, sale and consumption of liquor, beer and wine.

Retired Teamster On State Board

David Hastings, recently retired president of Teamster Local 340 in Portland, Me., has been appointed by Gov. Kenneth Curtis to the Maine Panel of Mediators.

Hastings' 31 years as a union representative and negotiator and his close relationship with the Federal Mediation Service were factors influencing his appointment.

Brooklyn Driver Heads VFW Post

Edward Kiszkiel, a 17-year member of Teamster Local 757 of New York City, recently was elected post commander of the Veterans of Foreign Wars Post No. 5806 in Brooklyn.

Kiszkiel works as a route driver for Breyer-Seal-test Ice Cream.

Brewery Local Officer Retires in the West

Joe Scheibe has retired as secretary-treasurer of Teamster Local 893, Branch 4 in Los Angeles, Calif., after 43 years in the brewing industry.

Scheibe first joined the Teamsters in San Francisco in 1946. Prior to that he had been a member of an independent brewery local in San Francisco for many years.

Long-Time Driver Retires from Dairy

Roy Mauck, a long-time member of Teamster Local 537 in Denver, retired recently after working 41½ years as a driver for Carlson-Frink Dairy.

Mauck has served on Local 537's executive board since 1939 when he was elected recording secretary.

Teamster Mother Dies in Boston

Mrs. Julia T. Cronin, mother of 5 members of Teamster Local 25 in Boston, Mass., and the wife of the late Mortimer J. Cronin, another one-time Local 25 member, died recently.

Mrs. Cronin's surviving sons are Joseph F., Neil J., and John F., all employed by Westwood Cartage; Timothy A., of Baker Transport, and Mortimer J. Jr., of W. F. Buckley Co. Also surviving were 4 daughters, 35 grandchildren and 1 great grandchild.

Dakota Local Union Donates Equipment

The membership of Teamster Local 581 in Grand Forks, N.D., recently donated a sheet metal brake to the Opportunity Training Center in Grand Forks.

The sheet metal brake will be added to the equipment available for training the mentally retarded in the sheltered workshop. Cost of the machine was nearly \$700.

Local President Elected To Boys' Club Board

Clifford K. Arden, president of Teamster Local 215 in Evansville, Ind., recently was elected to serve on the board of directors of the Boys' Club of Evansville, Ind.

Virginia Local Loses Agent

James H. Arrington, a business agent for Teamster Local 29 in Crozet, Va., died recently, according to Earl Perkins, secretary-treasurer of the local union.

Message of the General Vice President



Reflections

ONE OF THE most difficult things to do in today's fast changing society is to pause for a moment and reflect on what has been accomplished and what must be done.

I am reminded of this as I look over this issue of the International Teamster magazine.

I read the printed letters of retirees who have expressed their gratitude for the union negotiated pension which makes their retirement years a bit more secure. I am sure that every official of the union who had a part of the negotiation of a pension plan must take gratitude from reading these letters.

I read about new plants which our local unions have organized and about the contracts they have gained for our new members, and it is gratifying to know that we still are concerned about those who need the protection of collective bargaining and that we have the manpower and the talent to help them in this regard.

I read about the victories we score on behalf of members before the National Labor Relations Board, and I am thankful that we have progressed so that we can compete in a legalistic world, on behalf of men and women who work for a living.

In this issue, there are stories about testimonial dinners where funds were raised for worthwhile charities and to finance scholarship programs for members' children.

Also reported in this issue, is the meeting of the National Warehouse Division, which works throughout the year to bring the best to our membership employed in warehousing, and formulates its plans and tactics at meetings such as the one just completed.

And, it is gratifying to read that units of DRIVE, such as that of Joint Council 92 are at

work looking after the legislative and political action which is so important to us as trade unions.

I suppose that we can look back over all of this, and the progress of the union which I report to you with each issue of the International Teamster magazine, and be inclined to become apathetic and rest upon our laurels. It is that kind of record, but sometimes success can be dangerous if it is not accurately evaluated.

What we must do, I am convinced, is to gain from the experience of our successes, but guard against becoming apathetic.

These are changing times. Methods of distribution are changing every day. New techniques are needed in collective bargaining to keep up with technological advance. Values change as new members move into our unions and the pioneers take their retirement.

This is the challenge, I think, to each of us, as officers and as rank-and-file members—Keep abreast of the times, and ever be on guard against the day when our successes and self-satisfaction endanger our basic premise that the job is never done. There are always those who need help, and the International Teamsters Union is here to help fill that need where possible.



Teamster General Vice President Frank E. Fitzsimmons is shown addressing the policy committee session of the National Warehouse Division at its meeting in Miami Beach,

last month. Fitzsimmons praised the division for its innovations and its ability to keep abreast of changing techniques in collective bargaining.

National Warehouse Division Policy Committee Meets

THE NATIONAL Warehouse Division of the International Union held policy committee meetings in Miami Beach, Florida, last month, and took steps to solidify its posture on national contracts with national concerns, and set courses for future organizing in the warehouse field.

Highlight of the meetings were two addresses by General Vice President Frank E. Fitzsimmons, who spoke at a session of the policy committee meetings and at the banquet session.

Fitzsimmons told the policy committee that the general executive board of the International Union looks upon the Warehouse Division as one of the leaders in innovations and new methods to keep abreast of changing developments in the collective bargaining field.

"You have been effective, and you have earned the respect of all," Fitzsimmons declared.

Declaring that all meetings of all International Union divisions are convened on behalf of the membership, Fitzsimmons pointed out that we are engulfed in chang-

ing times. "Look around this meeting, and those who are not with us today, and are no longer union officials, are those who were not able to adjust and make the necessary changes in their methods of operations."

Pointing out that the International Union intends to keep abreast of the changing times, Fitzsimmons announced that within the next few months, the International Union plans to open a school for officers and business agents of local unions "to equip them with modern knowledge in the field of organizing and collective bargaining."

"Through this school" the General Vice President said, "The International Union will strive to inform officers and business agents where the action is so that they will be equipped to 'do their thing' in a world fast becoming a majority of the younger members of society."

At the banquet session, Fitzsimmons declared that the International Union general executive board is fully behind the efforts of the National Warehouse Division, and



Teamster General Vice President Frank E. Fitzsimmons enjoys a lighter moment with Warehouse Director John Greeley.



Teamster General Secretary-Treasurer Thomas E. Flynn pledged the Warehouse Division the support of his office.



Teamster General Vice President Frank E. Fitzsimmons and IBT Vice President and Division Chairman Harold Gibbons.



Western Conference Warehouse Director M. E. Anderson discusses problems with delegates.



Leading a discussion from the floor is IBT Vice President George Mock from Sacramento, Calif.



International Union Vice President William McCarthy, of Boston, expresses a view point.



International Union General Organizer Jack Jorgensen, of Minneapolis, discusses a point.



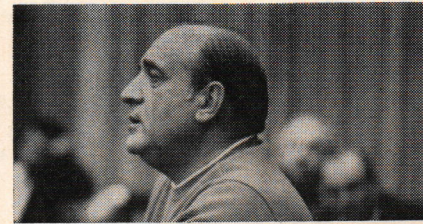
International Union Vice President Robert Holmes reports for the Central Conference.



Eastern Conference warehouse director Nick Amatrudi reports for his conference.



Chief Labor Counsel David Previant discusses the labor law with warehouse delegates.



International Union Vice President Joseph Trerotola, of New York, takes the floor.

stated that the International Union has the finances and the talents to throw behind organizing and bargaining efforts with some of the country's most infamous corporate holdouts to 20th century labor policy.

Thomas E. Flynn, appearing for the first time in his capacity as General Secretary-Treasurer of the International Union, used the recent victory over Gilbarco, Inc., as an example of what can be accomplished for the membership when all get together in a unified effort.

Flynn declared that the National Warehouse Division has the support of the general secretary-treasurer's office.

The policy committee heard reports from the warehouse directors of the four area conferences, with all expressing the importance of common expiration dates and national contracts with national concerns.

In separate meetings dealing with individual companies,

warehouse delegates discussed problems and organizing plans with Sears, J. C. Penny, Winn-Dixie, and American Hospital Supply.

At the National Sears Committee of the Warehouse Division, particular interest was displayed in future organizing plans among the employees of this company, and in dealing with the roadblocks thrown up by this company to effective labor management relations.

Approximately 140 delegates attended the policy committee sessions, including International Union Vice Presidents Harry Tevis, Joseph Trerotola, Robert Holmes, George Mock, William J. McCarthy and Harold Gibbons.

The program was planned and all sessions were conducted by Warehouse Division Chairman Harold Gibbons and Director John Greeley.



Teamster General Vice President Frank E. Fitzsimmons is shown acknowledging the tribute paid to him last month in Los Angeles by the Western Conference and its 11 affiliated

joint councils. The testimonial dinner raised more than \$180,000 for the City of Hope and the Variety Clubs of America's sunshine coach program.

Fitzsimmons Testimonial Dinner Raises \$180,000 for Charity

TWO OF AMERICA'S most humane organizations are \$180,000 richer following a testimonial dinner held in the honor of Teamster General Vice President Frank E. Fitzsimmons in Los Angeles in mid-March.

Proceeds of the dinner, sponsored by the Western Conference and its 11 affiliated Joint Councils, went to buy eight sunshine coaches for the Variety Clubs program on behalf of crippled children and to the City of Hope, a nonsectarian hospital involved in meaningful research in catastrophic chest diseases.

Acknowledging the tribute paid to him by the dinner, Fitzsimmons declared:

"All America is a better place in which to live because of occasions such as this on behalf of the Variety Club program for crippled children and the City of Hope."

The Teamster General Vice President lauded these two organizations, saying: "Thank God, for the City of Hope." He commended the City of Hope for its research into perplexing medical problems and for its policy of never charging a patient for its services."

He pointed out that the Variety Clubs of America assist needy children in more than 30 cities in the United

States, and have similar programs in Canada, Mexico, Great Britain, Israel, and in the Far East.

Fitzsimmons was presented with special plaques of recognition by Spyros Skouras, national chairman of Variety Clubs; Ben Horowitz, of the City of Hope; and by John Sheridan, on behalf of the Western Conference of Teamsters.

The keynote of the evening was struck when Fitzsimmons told the more than 1,500 in attendance that:

"We, as labor leaders, know that to serve our membership and gain for them a better way of life, would not alone fulfill our purpose in the labor movement. We must concern ourselves with the total community, all of humanity. This includes the poor and the physically handicapped."

Ted Merrill, president of Joint Council 42, acted in that capacity as host for the dinner. Western Conference Chairman and International Union Vice President Einar O. Mohn, introduced the guest of honor, and thanked all who participated for making the affair a resounding success.

At Pan Am

Negotiations Underway for 8,100 Airline Employees



International Union Vice President and President of New York Joint Council 16 Joseph Trerotola (center) examines a draft of the contract proposal which was presented to Pan Am officials at the outset of negotiations there. Also shown here with Pan Am committee members is Joseph Konowe (3rd from right). Konowe is an International Union general organizer. Negotiations at Pan Am are system wide contract talks.

As the end of March approached, organizers from the International Union's airline division were busy working among nearly 5,100 employees of Braniff International, with ballots in the representation election there due in the hands of the Federal Mediation Service by April 2nd.

Contesting the Teamster airline division for representation rights among these clerical and cargo employees at Braniff is the Brotherhood of Railway Clerks.

At the Table

In a similar election among the same craft and class, held recently by the National Mediation Service, more than 8,100 workers at Pan American World Airways dumped the BRC for Teamster membership.

Teamster negotiators are now at the bargaining table for a new agreement for the Pan Am Teamsters.

20th Century

Teamster interest in the employees at the two airlines was originated when employees from both companies sought out Teamsters organizers in an effort to cast off the inept Brotherhood of Railway Clerks and to enter the 20th Century of collective bargaining.

Through the stalling tactics of the BRC, the Pan Am election was delayed more than three years, but the determination of the employees there never waned.

As the Braniff campaign reached the voting deadline, airline organizers for the Teamsters sensed the same determination among the Braniff employees.

Cost-of-Living Increase Goes to Wages

The National Master Freight negotiating committee has designated the cost-of-living increase, due under the terms of that agreement, to be applied to wages, except in one instance where the supplement specifically designates the increase be applied to health and welfare and pension.

The increase due is four cents an hour, and is based on the cost-of-living index published by the Bureau of Labor Statistics of the Labor Department for the period from February, 1968, to January, 1969.

The increase is due under the agreement on or after the first pay period of April 1, 1969.

IBT Paces Balloting In January

Better than 1 of every 5 workers choosing union representation for the first time elected to go Teamster last January, according to the latest report from the National Labor Relations Board.

Altogether there were 9,025 employees eligible to vote in single-union elections won by all unions during January and 1,918—or more than 21 per cent—voted for representation by affiliates of the International Brotherhood of Teamsters.

There were a total of 402 single-union elections conducted by the NLRB in January and the Teamsters were on 110—or more than 27 per cent—of the ballots.

All unions together won 205 of the single-union ballots and the Teamsters accounted for 57—or better than 27 per cent—of the victories.

• Office Win

Clerical employees at the Carnation Co., office in Riverbank, Calif., voted unanimously for representation by Teamster Local 748 of Modesto, Calif., in a recent National Labor Relations Board election, according to Ted J. Gonsalves, secretary-treasurer of Local 748.

Pensioner Writes from Dallas, Tex.

Dear Bro. Fitzsimmons:

I received my first pension check and on behalf of my wife and myself I wish to express my gratitude and appreciation to the trustees and all members of the Teamsters Union for making possible these pension benefits which add to the enjoyment and security of our retirement years.

I have been a member of Teamster Local 745 in Dallas, Tex. I also appreciate the opportunity of being employed by the Great A&P Tea Co., for 25 years and thank them for their participation in the pension fund.

Fraternally,
Juan Martinez

Muscular Dystrophy National Poster Child Pays Visit to General VP Fitzsimmons



Teamster General Vice President Frank E. Fitzsimmons visits with MDAA national poster child, Holly Schmidt, and her mother, Rosemary, during a recent call to his office by the 'roving ambassador' for MDAA. National poster children for MDAA and the March of Dimes have established Fitzsimmons' office as a regular stop on their itinerary each year. Fitzsimmons is a vice president of the Muscular Dystrophy Association of America.

Teamster General Vice President Frank E. Fitzsimmons was recently visited in his Washington, D.C., office by Holly Schmidt, national poster child for the Muscular Dystrophy Associations of America.

Fitzsimmons was recently elected a vice president of the MDAA.

Holly is sort of a roving ambassador, attempting to gain public support for the massive research program carried on by MDAA, and for the extensive services the Association makes available to the victims of muscular dystrophy and their families.

Accompanying Holly on her visit with Fitzsimmons was her mother, Rosemary, who is an active member of the Saginaw (Michigan) Bay Chapter of MDAA.

Father at Work

Holly's father remained at home from the trip to Washington, where Holly and her mother were guests also at the White House. He is a tool grinder at Saginaw Steering Gear, where he has been employed for 11 years, and is a long-time and active member of United Auto Workers Local 699, in Saginaw.

Poster children for the various associations working in the area of special care for children have established Fitzsimmons' office as a regular stop on their itinerary. A few months ago, the 1969 national poster child for the March of Dimes was a Fitzsimmons visitor.

The tradition was established two years ago when the 1968 national poster child for the March of Dimes was the son of a California Teamster member.

Always a Gift

In addition to their visit with the Teamster General Vice President, the children have an extreme attraction for the model trucks which adorn the office of the general president.

Holly, who remembers her brothers at home, accepted a gift of a model truck from Fitzsimmons (none of the children ever leave his office empty-handed), and as a recognition of her unselfishness, when the truck arrived at her home by mail in Saginaw, the package also contained a doll.

Consumer Boycott of Winn-Dixie

The National Warehouse Division of the International Union has begun a consumer boycott against the products of Winn-Dixie and Kwik-Chek stores in the Miami, Florida, area.

This course of action was decided upon after Winn-Dixie warehouse and driver employees struck after futile attempts to gain a collective bargaining agreement with Winn-Dixie.

These employees voted for representation by Teamster Local 390 in an election conducted by the NLRB, and were forced to strike when it became evident that the company did not intend to negotiate a fair contract.

Winn-Dixie has a record of flouting the law of the land. The National Labor Relations Board six times has found Winn-Dixie in violation of the labor law of the land.

Winn-Dixie has been fined for criminal contempt of the federal courts for interfering with the employees' right to organize and bargain collectively.

The National Labor Relations Board has ordered Winn-Dixie to reimburse employees fired in violation of the law for joining the union of their choice.

In handbills being circulated at Winn-Dixie and Kwik-Chek outlets, the union says:

"We do not ask employees of this store, or other personnel doing business with this store, to refuse to sell, pickup, display or deliver or transport goods or perform any services connected with the products of Winn-Dixie or Kwik-Chek.

"The action is strictly an appeal to consumers to help maintain decent standards of living for American workers by refusing to shop Winn-Dixie or Kwik Chek until Winn-Dixie negotiates a fair contract with its employees at Miami, Florida."

VP Honored

Calabrese Dinner Funds Go to Scholarship Program



Teamster General Vice President Frank E. Fitzsimmons is shown (above) addressing the hundreds of friends and associates of Vice President Dominick Calabrese. Below, Calabrese (left) and Fitzsimmons share a few private thoughts.



Hundreds of friends and associates of International Vice President Dominick Calabrese were on hand for a testimonial dinner held in his honor recently at Newark, N.J.

General Vice President Frank E. Fitzsimmons was the main speaker for

the event and praised Calabrese, head of Teamster Joint Council 73, for his leadership and devotion to the Teamsters Union throughout the years.

Fitzsimmons also complimented Calabrese for his act in seeing that proceeds from the dinner were donated

Retiree Offers Appreciation And Advice

Bros. Hoffa and Fitzsimmons:

I received my first pension check after retiring as a member of Teamster Local 215 in Evansville, Ind. I thank you very much. I hope and pray that all men who hope to stay in the trucking industry and reach the age to receive their pension will never forget and keep in mind that you have been most loyal to us drivers, dock men and all men in local unions all over our good old U.S.A.

The road at times has been rough and rugged. Some of our young men don't realize and maybe they never will be able to appreciate just how much their locals and International mean, but believe me, I myself as well as all other men of my age do appreciate it in 33 years as an over-the-road driver—some say line driver, call it what you may, and each and every one of us stuck together . . .

I wish to thank my Local 215 for its loyalty. At no time that I can remember did it ever fail to give me fine support and cooperation. I also wish to thank A & H Truck Line, Inc., of Evansville for the opportunity of working for them for 20 years and 9 months. I owe them many thanks for they also had a part in me receiving my pension.

So now I hang up my gloves and cap and step aside to give a young man a chance to take over and as they say, get the feel of the wheel, and may I say to this new man: The key word to safety is "think." Never take a chance, it may be your "last."

Fraternally,
William G. Clements,
Owensboro, Ky.

to the Josephine Provenzano scholarship fund for the children of Teamsters Union members.

Son of a Teamster and a long-time member himself, Calabrese first became an officer of his local union, Teamster Local 641 in Jersey City, N.J., in 1940 and has served as secretary-treasurer since 1958. He was appointed to the International Union General Executive Board in 1966.

Eye Group Picks Konowe For Board

Joseph Konowe, secretary-treasurer of Teamster Local 210 in New York City, recently was elected a trustee of



Joe Konowe

the Myopia International Research Foundation, Inc.

In being elected to the post, Konowe joins thousands of others in the crusade to save the eyesight of more than a million American children doomed to blindness because of progressive, pathological myopia—otherwise known as nearsightedness—for which there is no known cure.

The foundation is in the forefront of research into the causes, prevention and treatment of nearsightedness.

Minnesota Retiree Writes Note

Dear Bro. Fitzsimmons:

I wish to thank you and Bro. James Hoffa for such a wonderful pension plan which I have been receiving since the first of the year. I have arthritis in my hands so bad, I am unable to do any kind of work. Without the pension, I don't know what I would do. I also want to thank Local 120 at St. Paul, Minn., and Olson Transfer Co., at Stillwater, Minn.

Fraternally,
Charles E. Casper, Sr.

● Milk Win

By a better than 4-to-1 majority, employees of Jackson Dairy Products Co., and Corinth Dairy Products Co., Inc., in Jackson and Corinth, Miss., voted for representation by Teamster Local 984 in a recent National Labor Relations Board election.

M. R. Holliday, president of Local 984, said 33 employees of the milk distributor firm were eligible to ballot. The vote was 27 to 6 in favor of the Teamsters.

The new unit includes transport drivers, load-out men, dockmen, checkers, and route men.

City Workers Go Teamster In Evansville

Teamster Local 215 of Evansville, Ind., recently won a consent election conducted by the Indiana Labor Department among street and sanitation department employees.

Clifford K. Arden, president of Local 215, said 82 of the 97 sanitation workers voted for Teamster representation with only 1 vote cast for an independent union. In the street department, the local union won with a ballot count of 43 to 3.

Arden said additional elections were scheduled among the water works and filtration plant workers.

● Freight Win

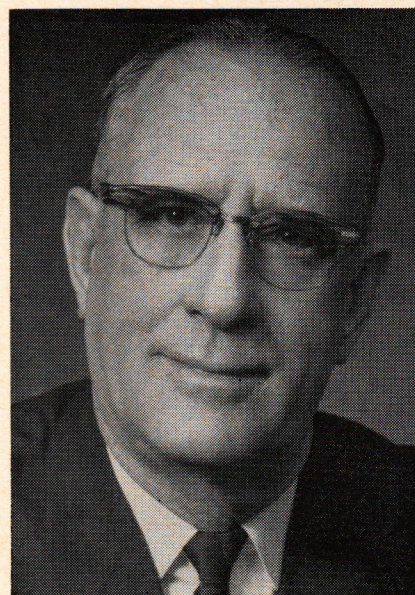
A two-thirds majority of over-the-road and city drivers and warehousemen employed by Sullivan Freight Line in Athens, Tenn., voted for representation by Teamster Local 515 in a recent National Labor Relations Board election, according to David Halfpenny, president of the local union.

● Illinois Win

Service technicians and clerks employed by Sears, Roebuck & Co., at Danville, Ill., voted for representation by Teamster Local 26 of Danville in a recent National Labor Relations Board election.

Robert Depratt, president of Local 26, said 19 workers were eligible to ballot at the retail sales and service store. The vote was 10 to 9 in favor of the union.

Agent Dies



Philip Ernst, a long-time business representative for Teamster Local 695 in Madison, Wis., died recently. Ernst was first elected to the local union's executive board in 1947. From 1951 on he was a full-time business representative.

White Collar Organizing Led by IBT

For the 8th consecutive year, the International Brotherhood of Teamsters was the most active and successful union in the white collar organizing field during 1968.

A report issued by The Bureau of National Affairs disclosed that Teamsters affiliates last year took part in more than 25 per cent of all white collar unit elections and won 25 per cent of all white collar victories.

Pace Setting

Altogether, IBT local unions participated in 215 white collar ballots and won 107 of the elections for 1,480 eligible employees.

The record perpetuates the Teamster pace-setting in this field of organizing.

In the 1963-68 period, Teamster affiliates participated in 972 of the total 3,683 white collar ballots—nearly 27 per cent—and won 585 of the total of 2,182 victories scored by all unions—a mark of more than 26 per cent.

One of every 6 white collar employees voting for union representation in the 1963-68 period chose Teamster representation.

Unlawful Lockout

Local 676 Wins NLRB Case On Refusal to Bargain

Affirming the trial examiner, the National Labor Relations Board determined recently that Port Norris Express Co., of Port Norris, N.J., unlawfully refused to bargain in good faith with Teamster Local 676 of Collingswood, N. J., and also discriminatorily locked out employees.

The record showed that a year ago the union, as representative of the company's truck drivers, proposed a 71-page standard National Freight Contract covering among other things wages, hours, layoff procedures, grievance procedures and subcontracting. The proposal was offered as a replacement for the old agreement which was relatively brief.

The examiner found that the employer refused to bargain after merely glancing at the proposal and also re-

fused to discuss any specific reasons for not bargaining. In subsequent meetings in the presence of a mediator, the employer continued to refuse to talk about the proposal over a 2-month period.

In time, the employer refused to schedule work for the drivers because he feared that in view of his reluctance to discuss the union proposal that the drivers would strike once negotiations began. The examiner ruled that the employer locked out the drivers in a desire to discourage support of the union and to evade its bargaining obligation.

Port Norris Express was ordered by the Board to cease the unlawful conduct, to bargain with the union upon request, and to make whole employees for losses suffered by the lockout.

Safety Champs



Members of Teamster Local 470 in Philadelphia, Pa., are shown with some of the many safety awards won by employees of the Cornwells Heights, Pa., plant of Pennsalt Chemicals Corp. Left to right are: Ray Taylor, Local 470 business agent; George Jordan, a driver with 42 years on the job; Joe Rachubinski, steward and driver of 40 years; Charles Rachubinski, driver, and Dick Camarote, Local 470 vice president and business agent. The plant has a record of 20 years without a lost-time accident.

Firing Case Won in San Diego

San Diego Paper Box Co., of San Diego, Calif., violated the law, said the National Labor Relations Board in a recent decision, by laying off 11 workers to discourage them from seeking representation by Teamster Local 542 of San Diego.

Agreeing with the findings of the trial examiner, the Board discredited the employer's claim that at the time the workers were laid off there was practically no work in the department.

The facts were contrary, according to the examiner, who found that the company had sufficient work available to keep all the employees occupied throughout the period the company intended the layoff to last.

It was noted by the examiner that the organizational efforts of Local 542 were known to the employer and were primarily centered in the department where the workers were laid off. It was also determined that the employer was hostile to the organizing efforts of these employees. These factors together were determined to be the underlying motive for the layoff.

It was also found that the employer had unlawfully interrogated 2 employees.

The Board ordered the employer to cease the unlawful conduct, reinstate the employees, and make them whole for any losses suffered.

● Road Drivers

Teamster Local 29 of Crozet, Va., recently negotiated a contract covering 14 road drivers employed by Shen Valley Meat Packers, Inc., of Timberville, Va., according to Earl Perkins, secretary-treasurer of the local union.

● Packaging

A large majority of the 18 employees of Mil-Spec Packaging, Inc., a military packing firm in Flushing, N. Y., voted for representation by Teamster Local 804 in a recent National Labor Relations Board election.

Kenneth Spillane, recording secretary of Local 804, said boxers, sawyers, packers and drivers were eligible to ballot. The vote was 11 to 2 in favor of the union.

Promises Violate Law Says Board

An employer violated the law, said the National Labor Relations Board in a recent decision, when he threatened and interrogated employees and promised them economic benefits if they refrained from activities on behalf of Teamster Local 235 of Orange, Calif.

The ruling upheld the findings of the trial examiner who found that Ott's Vacuum Truck Service of Los Angeles, Calif., unlawfully coerced the workers with the threats, interrogation and promises.

The examiner said that because some of the employer's statements had been found violative of the law as promises of benefit, their further characterization as statutorily proscribed "direct and individual" bargaining hardly seemed necessary.

The Board ordered the company to cease the unlawful conduct. The allegation that the employer unlawfully refused to bargain was dismissed in this instance because it was not proved.

Envelope Win

A majority of machinists and production workers employed by Northeast Envelope Mfg., Corp., of Boston, Mass., recently voted for representation by Teamster Local 122 in a National Labor Relations Board election.

Ralph J. Gilman, Local 122 secretary-treasurer, said the ballot count was 15 for the Teamsters and 13 against.

North Dakota Member Pens A Letter

Dear Bro. Fitzsimmons:

I wish to take a moment of your time to thank you and James Hoffa for making it possible for me to retire with such a nice pension plan. I also wish to thank Teamster Local 116 of Fargo, N.D., and all those who worked so hard to make things better for us.

Fraternally yours,
William Bill Tubbs

In Wisconsin

Employees of the Eckmann Pressed Metal Co., in Racine, Wis., voted by a better than 4-to-1 majority in a recent National Labor Relations Board election for representation by Teamster Local 43.

James E. Morgan, Local 43 secretary-treasurer, said 22 tool and die-makers, apprentices, die setters, pressmen, maintenance workers and other production employees were eligible to ballot. The vote tally was 18 for the Teamsters and 4 for the local Machinists Lodge.

Raid Beaten

Teamster Local 789 of Fairmont, W.Va., turned back a raid attempt by the Retail, Wholesale and Department Store Union AFL-CIO at Meadow Gold in Fairmont recently.

Richard Boyles, secretary-treasurer of Local 789, said the Meadow Gold workers voted 22 to 7 to retain their Teamster representation.

Tennessee Local Gains Five Units

Teamster Local 667 of Memphis, Tenn., has succeeded in organizing 6 new collective bargaining units in recent weeks, according to J. V. Pellicciotti, secretary-treasurer of the local union.

NLRB Votes

National Labor Relations Board representation elections were won at:

—Red Line Transfer & Storage Co., 6 employees.

—Day & Night Mfg., Co., 12 road drivers.

—Cook Grain Co., 8 workers.

—Signal Delivery, 13 shop workers—delivery drivers already were under contract.

West Bros., Motor Express, 6 office employees—city and road drivers were already members.

Stewards Dinner



Teamster Local 287 of San Jose, Calif., recently sponsored its first annual dinner for the stewards and officers of the local union. In top photo are: Fred Hofmann, secretary-treasurer; James Powers, Jr., president; Al Loren, vice president; Vince Cusimano, Joe Borngill and Geo. Metto, trustees, and Isabel Martyn, secretary. In bottom photo are some of the stewards attending: Bob Shannon, Steve Salomoni, Paul Bua, Herb Scribner, Frank Felice, Jim La Marte, Wyatt Wallace, Jr., Martin Cannon, and Emmett Sarjint.



Before NLRB

Local 610 Sustained in Case With Gas Service Firm

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Petrolane-Franklin Gas Service, Inc., of St. Clair, Mo., violated the law by refusing to bargain with Teamster Local 610 of St. Louis, Mo., and by discriminatorily discharging James L. Goodbar.

The examiner said evidence showed that over a 9-month period the employer failed to respond to collective bargaining overtures by the union. The union waited in vain to hear the employer's reaction to contract proposals. The examiner concluded that the company failed to comply with its statutory obligation to meet at reasonable times and places and with reasonable frequency.

It was also ruled that the company refused to bargain in good faith by failing to provide a bargaining representative with authority to negotiate and reach agreements, and by repudiating an agreement made in prior negotiations, and engaging in

acts and conduct designed to undermine the union and destroy its majority status.

Additionally, it was found that the company's firing of James L. Goodbar was done on a pretext in the belief that Goodbar was primarily responsible for the work force adherence to the union and their discontent with working conditions.

Petrolane-Franklin was ordered by the Board to cease the unlawful conduct, to bargain with the union upon request, to reinstate Goodbar and make up for his losses, and make other amends to employees who suffered as a result of discriminatory pay increases given by the employer.

• Log Trucks

Thirty-one log truck drivers operating out of Eatonville, Wash., have joined Local 313 in Tacoma and now have the benefits of union security under a new contract.

Award in Denver



Tom Hutton (left), editor of the Rocky Mountain Teamster, official publication of Joint Council 54, is shown receiving a special citation for the newspaper in recognition of outstanding support of the 1968 United Way campaign in Denver. Presenting the award is Earl Reum of United Way.

Steps Down



Robert E. Curtis has retired as secretary-treasurer of Teamster Local 33 in Washington, D.C., after serving as an elected officer for the past 30 years. In addition to his local union work, Curtis served as a trustee on Teamster Joint Council 55 and was a member of the Policy Committee of both the Bakery Division of the Eastern Conference of Teamsters and the National Bakery Conference.

Task Force To Study Lumber Cost

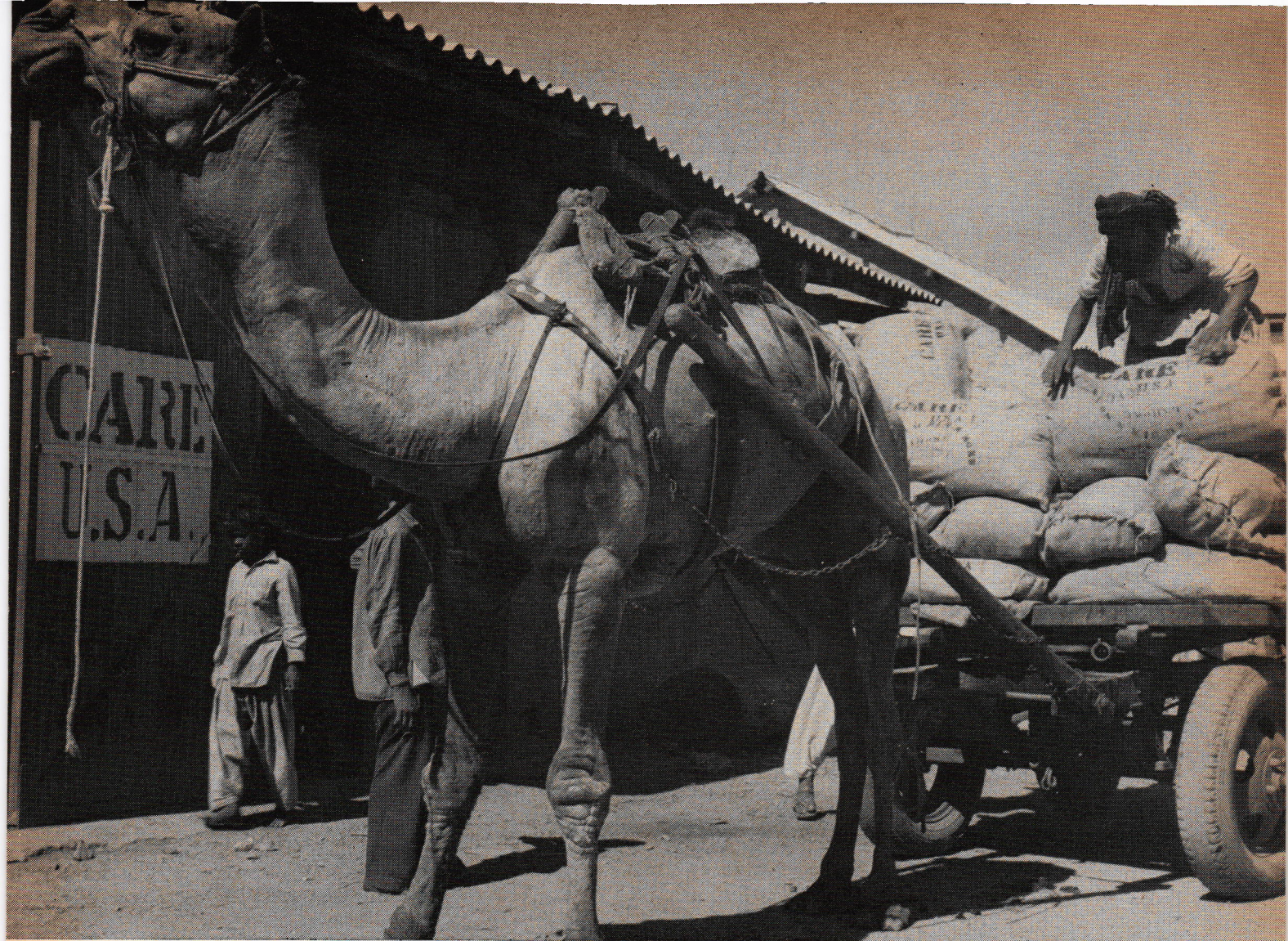
A special task force has been set up by the White House to study skyrocketing lumber prices which are pushing up the cost of housing and other construction.

President Nixon stamped an okay on a recommendation by the cabinet committee on economic policy to make the study. He put Budget Director Robert Mayo in charge of the project.

The cost of plywood and softwood has risen 92 per cent in the past year. The tab on douglas fir has gone up 30 per cent.

The task force will have 3 goals: (1) to identify the cause of the lumber price increases; (2) to recommend immediate action by government agencies, and (3) to recommend long-term policies for facilitating supply and demand adjustments in the industries.

Members of the task force include the Attorney General and the Secretaries of Agriculture, Commerce, HUD, Interior, and Labor.



There's no doubt about it, camel power is smellier than diesel but it gets the job done for CARE as the dray driver shown here can attest.

World Service

Teamsters Help CARE Deliver Aid to Needy

Shortly before the end of 1968, the Norwegian steamer *Forra*—called the “Biafra Christmas Ship”—was loading in the Port of New York.

One of the most important items in her cargo of mercy was to have been 500 tons of rice, purchased by CARE as part of its own \$500,000 emergency aid for victims of the Nigeria-Biafra war.

The life-saving grain was waiting on the docks at Houston, Tex., ready to be picked up by the *Forra* on her way to Africa.

Then the unexpected happened 5 days before Christmas. The dock-strike broke out tying up all East and Gulf Coast ports.

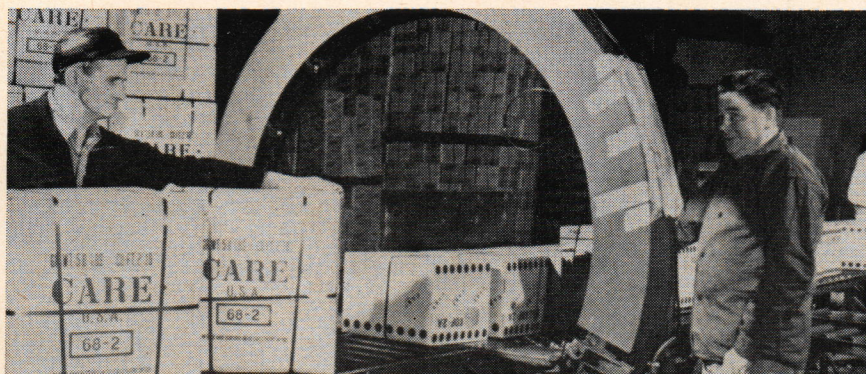
New York dockworkers made a single exception. They extended their strike deadline to complete the New York loading of the *Forra*. However, the ship would not touch at any other U.S. port. The 500 tons of CARE rice were destined to remain at the Houston dockside until the strike ended.

Meanwhile, CARE purchased an

additional 250 tons of rice from Louisiana growers. There remained only one way to get the rice to New York in time before the *Forra* hauled anchor—by driving night and day for 72 hours, including New Year's Day.

And that's where the Teamsters came in.

Some 40 members of local unions affiliated with Teamster Joint Council 98 in New Orleans volunteered for the grueling job of piloting 13 trucks, each loaded with nearly 20 tons of rice, northward to the waiting *Forra*.



These members of Teamster Local 169 in Philadelphia, Pa., are shown assembling components of CARE standardized food and self-help packages for ocean shipment.



Transportation is the life blood of the CARE program as illustrated here in Madras, India, where a CARE cargo is being transferred to the local city cartage system.



This young teamster, while not a member of the IBT, uses this tandem rig of llamas—the only pack animal that can tolerate the rarified air of the roadless Bolivian highlands—to distribute CARE food and tools.



Here's a teamster able to laugh off his troubles as he hauls construction tools and agricultural implements from CARE with his carabao-drawn cart to new villages.

Except for an occasional coffee break, the drivers took no major stop on the 1,300-mile trip to New York.

When the Teamsters pulled their rigs into Pier 4 at Brooklyn, the striking longshoremen greeted them with cheers, put aside their picket signs, and transferred the CARE rice cargo into the hold of the *Forra*.

The speed with which the CARE organization was able to obtain the additional rice for Biafra, coupled with the willingness of Teamsters and Longshoremen to haul and handle the cargo, was typical of CARE method of operation.

In 23 years of its existence, CARE has faced many emergencies, and often with the help of men like this, has solved the problem.

Transportation industry experts have called CARE "one of the biggest export shippers of the U.S." CARE utilizes every means of transport—ranging from ocean freighter to bullock cart—to get assistance to the hungry, needy, and sick around the globe.

Famine and sickness are not the only challenges for CARE. The organization also has a "self-help" program which involves shipping the tools and materials needed by people in developing countries to raise their own food and improve their standards of living.

Teamsters play a role in this activity, too.

Educational supplies of all kinds including plows and implements, tool kits for carpenters, masons and other mechanics, vocational training equipment, and many other kinds of material are received at CARE's Delaware River warehouse in Philadelphia, Pa., where members of Teamster Local 169 gather the components into standardized packages and crate them for full ocean shipment.

CARE's scope of action is large. The "normal" operation last year involved the distribution of nearly \$80 million worth of assistance of all kinds throughout the world.

Included in that total was more than 533 million pounds of farm products donated by the U.S. Government to CARE, to help feed some 37 million people—the vast majority of them children as in the case of Biafra—in 27 different countries from Latin America to the Far East.

Teamster drivers and warehousemen have helped to make the program a success.

Family of Four

Nearly \$10,000 Needed Yearly For Moderate Living Standard

A FAMILY of 4 living in the city needs an annual income of nearly \$10,000 to enjoy a "moderate" standard of living, according to projections of a recent study by the Bureau of Labor Statistics.

A BLS survey of 39 metropolitan areas and 4 non-metropolitan areas revealed that an urban family of 4, in the spring of 1967, needed a yearly income of \$9,076 to be at the "moderate" standard of living level.

Inasmuch as the Consumer Price Index shows the cost-of-living to have increased more than 8 per cent in the past 2 years since the study was conducted, it means that the income necessary for a "moderate" standard of living today is in the neighborhood of \$10,000.

BLS said the same survey determined that the cost of maintaining a "lower" standard of living in the spring of 1967 was \$5,915 or about 35 per cent below the "moderate" mark. A "higher" standard of living was pegged at \$13,050 or 44 per cent higher.

15% in Taxes

Consumption costs—which reflect all living costs other than gifts and contributions, personal life insurance, occupational expenses, and personal income and social security taxes—accounted for \$7,221 or 79.5 per cent of the "moderate" budget for spring, 1967. This compared with \$4,862 or 82.2 per cent for the "lower" budget and \$9,963 or 76.3 per cent for the "higher" standard.

Taxes took 15 per cent of the "moderate" budget compared with 12.5 per cent and 17.4 per cent for the "lower" and "higher" standards.

BLS said all 3 budgets "share the basic assumption that maintenance of health and social well-being, the nurture of children, and participation in community activities are desirable and necessary social goals."

In this context, it is interesting to note that the breakdown of all 3 budgets does not contain any specifics in terms of college education for children. Nor is there any room for plain

old-fashioned luxuries to be enjoyed by any of the families.

Otherwise, the mythical budgets were uniformly based on scientific standards such as those for nutrition and housing, as well as the collective judgment of consumers revealed in expenditure surveys conducted by BLS.

The main differences in the "moderate," "lower" and "higher" budgets are somewhat expectable.

Food in the "lower" budget, for example, accounts for almost 28 per cent, but tapers off to 23 per cent in the "moderate" budget, and drops to less than 20 per cent for the "higher" budget.

Housing Costs

The pattern is reversed in housing where the "lower" budget consumes 22 per cent, the "moderate" budget accounts for 24.6 per cent, and the "higher" budget expenditure in this category is 25.6 per cent.

Changes over the years in the "moderate" budget, according to BLS, reflect not only price increases but a gradual improvement in the standard of living. BLS cites, for example, that between 1959 and 1966, price in-

creases accounted for a 15 per cent rise in the budget while "real" gains in living standards amounted to 24 per cent.

Officially titled, "Three Standards of Living for an Urban Family of Four Persons," the BLS survey for the first time this year included the "lower" and "higher" level estimates.

The budget family was defined as consisting of a 38-year-old husband working full-time, a wife not employed outside the household, a boy aged 13, and a girl aged 8.

This mythical family, unfortunately, does not square with other Labor Department research facts. The Labor Department noted recently that—unlike the mythical family cited here—nearly half of all American women aged 18 to 64 are working in any given month.

The significance of this fact is that if an urban family of 4 wants to enjoy a "moderate" standard of living, the main breadwinner—if he is the sole employed member of the family—must be carrying home a paycheck far in excess of the average for the nation.

BLS announced that it expects to update the 3 budgets for the spring of each year in the future.

• Laundry Pact

Local 148 in Wenatchee, Wash., has concluded a new 3-year agreement for members employed by Crystal Laundry, giving them a substantial wage increase.

New Local 107 Officers



With the election of local union officers, Local 107 in Philadelphia was recently removed from trusteeship by the International Union. Pictured here around the table are the new officers and International Union officials. Seated, from left to right: "Lefty" Carroll, business agent; Vincent Fenerty, trustee and business agent; James Soissler, vice president; Bill Hamilton, secretary-treasurer; John Greeley, International Union organizer and former trustee of the local union; Jack Cassidy, president and business agent; Robert McQuarie, International Union auditor; Bill Cullen, recording secretary and business agent; Bill Feeney, business agent; Charles O'Neill, trustee and business agent; Joe Mauty, trustee and business agent. Standing, and witnesses to the swearing in ceremony, left to right, Mike Facchiano, "Moon" Mullins, Brother Murphy, and Jack Smalley, all stewards at Mack Transportation; and Bill MacMath, Local 107 office manager.

Buying Power Drops

Living Costs Up Again: Tax Cut Chances Gone

Whatever chance there was that the 10 per cent surtax would be dropped this July went down the drain with news that the cost of living shot up 4 tenths per cent during February.

Added to previous boosts, this means that living costs have increased at an annual rate of 4.7 per cent during the past year, indicating that inflationary forces in the economy have not yet been licked by measures taken by the Nixon Administration to cool them off.

At the same time that the Department of Labor was announcing the increase in the cost of living, Republican leaders were telling the press that President Nixon will recommend that the 10 per cent surtax be continued in an effort to dry up enough purchasing power to keep inflationary forces under control.

To add to the inflationary pressure in February was an increase of four tenths per cent in the wholesale price index over the month. Over the year

wholesale prices have gone up 2.9 per cent with no signs that they have gone down during March.

The story also was gloomy for workers whose buying power dipped slightly during February. On an over-the-year basis, buying power both for the average worker and for the better paid factory worker is lower today than it was in February a year ago.

There were three areas where living costs went up considerably during the month. They were:

1. Home ownership and rents, both of which increased sharply. Home-ownership—in part due to steadily increasing interest rates—went up seven tenths per cent over the month and is now up 8.2 per cent over a year ago. Rents also shot up as they have been for the past two years, going up three-tenths over the month and 2.9 per cent over the year.

2. Apparel of all kinds also has shot up. Men's and boys' clothing went up three-tenths during February

for a boost of 7.3 per cent over the year. Women's and girls' wear went up five-tenths per cent over the month for a boost of 6.1 per cent over the year.

3. Finally, medical costs continued their record-breaking climb, seven-tenths per cent over the month and 6.8 per cent over the year. Medical costs have scored heavier increases than any other factor in the index in the past 10 years—the index for such costs now is 151.3 as compared with the overall index of 124.6.

Interpreted in terms of buying power, the steady increase in the cost-of-living index has eroded wage gains made during the past year. For rank and file workers wage gains during the past year were at a rate of 4.6 per cent as compared with the increase of 4.7 per cent in living costs, meaning an actual loss.

Earnings up 37¢

Gross weekly earnings of average workers rose 37 cents over the month to \$111.00, surpassing the previous record high reached in September of 1968. Spendable earnings for the worker with three dependents also rose by 28 cents over the month, but his "real" pay, that is, buying power, dropped 9 cents to \$78.05. This is the first time since January 1968 that "real" earnings were below year-ago levels.

"Real" buying power for the factory worker with three dependents was down 55 cents over the month and \$1.00 over the year to \$87.66.

Project Handclasp



Taking part in "Project Handclasp"—the loading of playground equipment and school supplies for South Vietnamese children—were Arne Melkersen, secretary-treasurer of Teamster Local 476 in Buffalo, N.Y., and Alfred Wheeler, a member of the local union. The equipment valued at more than \$3,000 was donated by area residents. Local 476 paid for the cost of shipping.

Power Groups Impose Will On People

"Everywhere one finds powerful groups moving in to extract special privileges from our society, and they always seem to be able to attract to their cause skilled lawyers, technical experts, economists, publicity men, and public relations practitioners who then use their brains and wiles to promote the fortunes of their employers. Meanwhile, the main mass of the general public and even of the academic profession stand by as mere spectators and allow without protest the power juggernauts to conquer."—Former Sen. Paul Douglas in his book, *In Our Time*.

Bill Introduced**Computer Age Beckons
Old-Fashioned Congress**

A bill providing for the creation of an independent, "dedicated" computer center to serve Congress has been introduced by a Pennsylvania congressman in hopes of moving Capitol Hill out of the "quill and snuff box" era into the "computer age."

Rep. William S. Moorhead (D-Pa.) asserted that Congress is handicapped by old-fashioned methods and added that as recently as 1966 there were no computer activities in the entire Congress except for a small unit used for payroll purposes in the Library of Congress.

Although a few more data processing systems are operating in Congress today, the situation, when contrasted with the increased employment of data systems by the executive branch of government has—in Moorhead's words — "jeopardized the balance which Congress must maintain between it and the executive branch."

He said the growing role of congressmen is complicated by the fact that at present the problem is "not that of too little information, but too much."

The Facts

Rep. Moorhead said legislators must be able to distinguish between the significant fact and the inconsequential detail, "and we in Congress must have equal access to data which will allow us to function rapidly and effectively."

Increased installation of computerized systems by the legislative branch, he said, would correct the imbalance between Congress and the executive branch.

Despite efforts by some members of Congress to instill in their colleagues a desire to seek new tools and techniques to better serve the people, Moorhead said, there are still rooms in the Capitol which handle papers "in about the same way they were handled when George Washington was President."

The Pennsylvania Democrat suggested that care be taken to make sure that any congressional computer system is planned carefully.

"As Congress moves into the computer age," he said, "it is my feeling

that the biggest mistake we can make is to acquire one machine for mailing services and then find that another is required for research, another for file maintenance, another for publication of the Calendar, etc."

In other words, said Moorhead, Capitol Hill computers must be compatible and "able to talk to one another."

Moorhead's bill, H.R. 7012, provides that computer coordination between the Senate and the House would be achieved through a Joint Committee on Legislative Data Processing made up of 5 representatives from each body—with Party representation reflecting that in the respective bodies.

Political observers were quick to pose the humorous question: If and when the day came that Congress would need a Grand Computer to oversee the system, would it be programmed as a Democrat or a Republican?

**Stevens Co.
Loses
Another One**

The J. P. Stevens Co., an arch-foe of trade unions, has been ordered by a Federal appeals court to provide a

**Woman
Retiree
Pens Note**

Dear Bro. Fitzsimmons:

I wish to express my sincere thanks to you all, and especially to Peter F. Clark, president of Local 757 of New York City, for your kindness and interest in me at this time of my life.

I have been with the Ice Cream Industry and Ice Cream Employees Local Union 757 for 23 years, and I like to think I was a small part of it.

It had its ups and downs, but always stood on top and may it always stay there. To me, the International Brotherhood of Teamsters means teach workers unity—together we stand, divided we fall.

Fraternally,
Betty L. Kiefer

list of its employees at its Shelby, N.C., plant to the Textile Workers Union which is attempting to organize the facility.

In upholding an NLRB ruling, the Federal court rejected the company's contention that giving names and addresses of workers to the union would violate the employees' privacy and subject them to harassment.

The court held that the "mere possibility of mail and telephone calls to the employees from the Union" wouldn't necessarily constitute harassment.

Michigan Retirees

Five employees of Continental Linen Co., of Kalamazoo, Mich., are shown receiving their first pension checks from Jack Brand (left), president of Teamster Local 7. The retirees (left to right): Minor Slater, Rodney Sweetland, Willis J. Morren, Henry Houtman and Ralph Thompson. Together they logged a total of 198 years on the job.

BNA Study

Trend to Longer Vacations In Union-Negotiated Contracts

There is a continuing trend toward longer paid vacations after shorter periods of service in the basic patterns of agreements negotiated by 400 representative unions, according to a recent study by The Bureau of National Affairs, Inc.

Four-week vacations are now granted under 73 per cent of the contract sample—an increase from 50 per cent in 1965 and 32 per cent in 1960.

98 Per Cent

BNA found that vacations with pay are provided in 98 per cent of manufacturing agreements with the remainder calling for vacation pay but making no provision for time off. In non-manufacturing, excluding construction, 99 per cent of the contracts provide paid vacations or vacation pay.

One week of vacation after 6 months on the job is provided by 11 per cent of the contracts as compared with 16 per cent in 1965, while 1 week after 1 year appears in 61 per cent as against 64 per cent 4 years ago. The declines are attributable to a trade-off for 2 weeks after 1 year which has moved up to 24 per cent from 19 per cent in 1965.

Two weeks' vacation after 3 years on the job is contained in 26 per cent of the agreements—a slight increase

from 1965—but the proportion of contracts providing only 2 weeks after 5 years has dropped from 26 per cent to 18 per cent.

Three-week vacations are now specified in 86 per cent of the contracts compared with 84 per cent 4 years ago. In 1965, one-fourth of all contracts required 15 years on the job for vacations of this length, but that proportion has now dropped to 13 per cent. The 10-year requirement for 3-week vacations has moved up from 42 per cent to 45 per cent of the contracts. A requirement of only 5 years appears now in 16 per cent of the agreements compared with less than 6 per cent in 1965.

Earned Right

Among contracts providing 4 weeks of paid vacation, the proportion requiring 25 years' service has dropped from 37 per cent to 13 per cent, while the requirement for 20 years has dropped from 43 per cent to 33 per cent. Contracts providing 4 weeks after 15 years now amount to 15 per cent.

Vacations of 5 weeks are now found in 21 per cent of the agreements compared with only 2 per cent in 1965. The most common service requirement for 5 weeks is 25 years.

Six-week vacations are provided by 4 per cent of the agreements with

service requirements ranging from 20 to 35 years.

The BNA study notes that 87 per cent of all the contracts reviewed expressly state the basis on which vacation pay is to be computed. Of all the agreements, 47 per cent provide pay at individual rates. Approximately 30 per cent gear the vacation pay to earnings in a specified period. The remaining contracts use rates for some employees and earnings for others.

Approximately three-fourths of the agreements treat vacation pay as an earned right, with various limitations. This compares with 67 per cent in 1965.

N.C. Retiree Writes to Fitz, Hoffa

Dear Bro. Fitzsimmons and
Bro. Hoffa:

Thanks for making it possible for me to retire on a pension and for having the honor of being a member of Teamster Local 61 at Asheville, N.C. And many thanks to the Teamsters Union and all members.

Best wishes to all,
Robert M. Kelley

Colorado's Best



Everett D. Vierk, a member of the executive board of Teamster Local 961 in Denver, Colo., recently was named driver of the year in that state. Vierk, a trustee of Local 961, has driven more than 2 million miles without a chargeable accident. He works for Illinois-California Express.

Changed Your Address ???

Because you are a Teamster member the magazine is yours to receive by right under the Teamster Constitution. We want you to have the magazine but if you fail to notify us of a change of address, then you deny yourself that right. Please use this form to bring your address up to date.

NAME.....		
NEW ADDRESS.....		
City.....	State.....	Zip Code.....
OLD ADDRESS.....		
City.....	State.....	Zip Code.....
LOCAL UNION NO.....		
LEDGER NO..... (If unknown—check with Local Union)		
NAME OF EMPLOYER.....		

Give this form to your Business Agent, Job Steward or
mail to your Local Union Office.

Firm Guilty of Refusal To Bargain

Pomona Building Materials Co., Inc., unlawfully refused to bargain with Teamster Local 871 of Pomona, Calif., by repudiating the contract covering its employees and by demanding modification of the contract, according to a recent ruling by the National Labor Relations Board.

Local 871 was first recognized by the employer in 1950 and together they executed a series of contracts through August of 1964.

The Board said the employer then authorized the California Building Material Dealers Assn., as its representative for the purpose of negotiating and executing contracts with the union. The CBMDA had the employer's full authority to execute the current contract. The examiner, upheld by the Board, could not find that the company's letter of June, 1967, to the CBMDA constituted a withdrawal from the association.

The examiner determined that the unit was appropriate and that Local 871 represented a majority of the employees in the unit. He further determined that the employer's repudiation of the contract executed by its authorized agent and its effort to modify the agreement constituted bad-faith bargaining in violation of the law. Pomona Building was ordered by the Board to cease the unlawful conduct and to make the union and the employees covered by the contract whole for any loss suffered by reason of its failure to comply with the contract.

Packaging Law Needs Strengthening

Sen. Gaylord Nelson (D-Wis.) says the "Truth-in-Packaging" law needs strengthening because market shoppers are just as confused today as they were before enactment of the statute.

Nelson submitted a bill to amend the law to require that per unit prices be printed on the labels of commodities like food, household goods, drugs

and cosmetics. He also suggested that solid commodities be priced on a per ounce, pint or quart basis.

The Wisconsin Senator noted that when Congress enacted the law 3 years ago, the intention was to remove deceptively packaged products from the market shelves.

"But consumers still must be mathe-

micians before they can select the best bargain from among the vast variety of odd-sized packages," he said. "It is virtually impossible for housewives to compare prices when they are confronted by 32 different choices of pancake mix in 13 different sized packages at 21 prices, for example."

Open Shop Myth Blasted by N. D. Governor

North Dakota's 4-term Gov. William L. Guy said recently that "nothing could be further from the truth" than the "myth" that industry will locate in a state where wages are low and unions are discouraged.

He made the remark as he urged the North Dakota legislature to repeal the state's "right-to-work" law.

Gov. Guy pointed out that North Dakota has tried the low-wage "philosophy" for nearly 80 years and is still "the least industrialized state in the union." He added: "If low wages and weak labor laws could attract industry, then we should be one of the most industrialized of all states."

The governor charged that the RTW law "has protected no one" and said that the low wages it fosters are driving young workers out of the state.

He also called for improvements in the North Dakota minimum wage law and advocated full organizing rights for public employees.

Gov. Guy is a Democrat. The legislature is Republican-controlled.

4 Million Miler



Hollis Trenary (center), retired recently as a member of Teamster Local 431 in Fresno, Calif., to end a 44-year career of driving trucks an estimated 4 million miles. With Trenary are Raymond R. Schutt (left), president of Local 431, and John Gilio, assistant business agent. Trenary compiled an accident-free record in his last 34 years of driving. He first was a member of Local 208 in Los Angeles, transferred to Local 224 and then moved to Local 431 in 1956.

Medicine and \$\$\$**Drug 'Establishment' Knocked
By Ex-Federal Administrator**

Consumers who wonder why prescription drugs are so costly were enlightened on this point in an article published in the March issue of *Esquire* magazine.

James L. Goddard, head of the U.S. Food and Drug Administration under President Johnson, wrote the article titled, "The Drug Establishment." His description of the medicine industry:

"The Drug Establishment is a close knit, self-perpetuating power structure consisting of drug manufacturers, government agencies and select members of the medical profession. There are connecting links between all of the Establishment's flanks which keep it thriving and well protected . . ."

Goddard went on to say: "Drug companies earn an average 18 per cent return on invested capital compared with 8 or 9 per cent for some 3 dozen other major industries . . ."

Goddard said that nobody questions the great contribution that the drug companies have made to the nation's health over the years "but a number of people, myself included, have begun

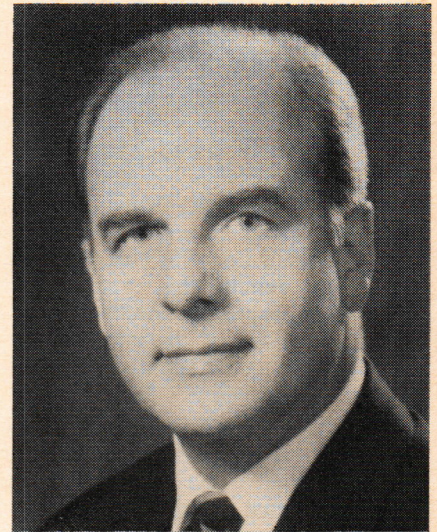
to question the justification for the enormous price tag they place on their products."

He said, for example:

"Very few people are aware that, aside from manufacturing and distribution, the cost of their prescription includes a share of the drug industry's annual \$800 million advertising and promotion bill, a portion of the \$430 million that major companies claim to spend on research and development (much of which is of questionable value), the fees of a battalion of high-priced lawyers who work to find loopholes in the federal drug regulations, as well as such incidentals as political campaigns, including the unsuccessful effort to unseat the Establishment's lonely foe, Senator Gaylord Nelson."

Sen. Nelson, Wisconsin Democrat, has been conducting an investigation for 2 years into the pricing policies of the drug industry.

Goddard warned that no permanent reform of the drug industry's price-gouging can be achieved, however, without public understanding of the stranglehold it has on the nation.



Sen. Nelson

**U.S. Faces
Shortage of
Key Manpower**

A severe shortage of highly trained manpower in a number of important professional fields is likely in the United States unless there is a change in recent educational trends.

The Department of Health, Education and Welfare has made a study of enrollment in nine selected fields in the nation's graduate and professional schools and has found that between the Fall of 1967 and 1968 their student body made the smallest gain in recent years.

The increase was one percent as compared with recent year-to-year gains of 8 percent or more. Despite a growth in the number of young men and women in their 20's, enrollment trends failed to reach the 10 percent that might have been expected.

"This means," HEW said, "that some 20,000 persons who might have been expected to be full-time graduate and professional students in the nine fields were missing from college campuses."

There was a substantial rise in the enrollment of women students in all nine fields, while the number of men tended to hold steady or actually declined. The only field to show a substantial increase in first-year male students last Fall was medicine.

Total full-time enrollments in mathematics, chemistry and physics gained slightly. Business and commerce, engineering and history were virtually unchanged while law declined more than six percent.

Teamster and Son

James C. Hill (left), a member of Teamster Local 144 in Terre Haute, Ind., and a mechanic at Transport Motor Express Co., Inc., for 18 years, greets his son, Jeffrey A. Hill, a cadet on leave from the U.S. Coast Guard Academy at New London, Conn. Needless to say, father is mighty proud of son.

People Pattern

Metropolitan Population Growth Expected to Balloon by 1975

A projection of what the nation's metropolitan areas will look like by 1975 indicates that the most heavily populated areas will get even bigger with corresponding demands on freight by truck.

The Census Bureau predicts that the 10 most populous metropolitan areas in the United States will include 5 in the East with a population of 25.8 million; 3 in the Middle West with 13.8 million people, and 2 in the Far West with 13.5 million people.

New York City, says the Census Bureau, will still be the nation's largest metropolis in 1975 with 12.1 million people—an increase of 6.3 per cent over 1965. Los Angeles, with 9.9 million, is expected to continue as runnerup despite a 25.6 per cent gain over its 1965 population.

The next 8 largest metropolitan areas in terms of population will show varying rates of growth in the 1965-75 period. By 1975:

—Chicago will have 7.3 million, a 9 per cent increase.

—Philadelphia, 5.1 million, up 9 per cent.

—Detroit, 4.2 million, up 4.7 per cent.

—Boston, 3.3 million, up 4 per cent.

—San Francisco, 3.6 million, up 17.7 per cent.

—Washington, D.C., 3 million, up 25.9 per cent.

—Pittsburgh, 2.3 million, down 3.3 per cent.

—St. Louis, 2.4 million, up 7.2 per cent.

The Census Bureau estimates that there were some 121.5 million Americans living in metropolitan areas in 1965. By 1975, the total is expected to be 136.4 million in the same areas.

Many of the smaller cities with populations ranging between 250,000 and 2 million are expected to grow faster than some of the bigger cities.

Cities with populations between 1 and 2 million are expected to grow the fastest of all, including:

—Atlanta, up between 21 and 25 per cent.

—Dallas, up between 21 and 25 per cent.

—Denver, up between 20 and 25 per cent.

—Houston, up between 21 and 25 per cent.

—Miami, up between 23 and 24 per cent.

—San Bernardino, Calif., up between 31 and 35 per cent.

—San Diego, up between 19 and 23 per cent.

lion lost as a result of construction accidents. Using Department of Commerce figures, he estimated that \$3 billion will be lost in 1969.

His testimony was in support of H.R. 3290 which would extend to Federal construction contracts the same health and safety precautions already provided under Federal laws to those who work under Government contracts for the procurement of services and of supplies. The other Federal laws are the McNamara-O'Hara Service Contracts Act and the Walsh-Healey Public Contracts Act.

Undersecretary of Labor James D. Hodgson, while expressing support along the lines of the bill, declared:

"We are not yet prepared to speak to the specific provisions of this construction safety bill or of a general bill. I am sure you appreciate that we will need more time to work out the details of such legislation."

Under the proposed legislation, health and safety protection would take the form of a condition in a contract. The condition would be inserted in the types of contracts specified in Contract Work Hours Act.

In the event the Secretary of Labor should find a violation of a contract condition relating to worker safety and health, the Government agency for which the work is being done could, after full process of law, cancel the contract and enter into other contracts charging the additional cost to the original contractor.

The bill would also authorize the Secretary of Labor to enforce the bill's provisions in the same manner as the safety and health provisions of the Walsh-Healey Act are enforced.

Hearings were also held by the Subcommittee on Labor of the Committee on Labor and Public Welfare on S. 1368.

At this hearing Haggerty lashed out at opponents of the legislation, charging that they engaged in "statistical gerrymandering" to make the accident frequency rate appear lower than it actually is.

Subcommittee Chairman Harrison A. Williams, Jr., in opening the hearing, declared that "the men who risk their lives erecting the buildings that house the government, who build our roads and bridges, our state universities and our hospitals, do not have the benefits of protective legislation. There are no requirements that safe and healthful working conditions prevail for them."

On the Job Deaths

Critical Accident Rate in Building Described at Congress Hearings

The harsh facts of on-the-job deaths and injuries in the construction industry were laid out to the House Labor Subcommittee here.

C. J. Haggerty, president of the AFL-CIO Building and Construction Trades Department, told the Subcommittee:

"Since 1959, there have never been less than 209,000 construction workers disabled per year; since 1959 there have never been less than 2,300 construction workers killed per year."

"In fact," Haggerty added, "in 1968 no other industry in the United States

suffered more deaths than the construction industry. There were 2,800 construction workers killed on the job in 1968."

Haggerty's statement to the Subcommittee was read by Walter J. Mason, director of legislation for the department.

He had other facts to offer the committee such as the 33.5 million man-days lost in 1967 due to disabling injuries in the industry in 1967.

Haggerty said that in 1966 the department set a price tag of \$2.3 bil-

Above National Average

Productivity in Transportation Outstrips National Average

Far from trailing behind the rest of American industry, productivity of workers in the transportation industry is running well ahead of the national average, according to an expert in the field.

Bertram Gottlieb, director of research for the Transportation Institute, a Washington-based research organization, said that between 1957 and 1967, the average output per man-hour for all transportation workers was 4.5 percent, as compared to the national average of 3.4 percent.

Speaking at the Second National Conference of the Transportation Division of the American Institute of Industrial Engineers, Gottlieb said the productivity rise was even more pronounced in the railroad industry, where the average output per man-hour was 6.5 percent.

In the maritime field, he went on, productivity increased 440 percent between 1945 and 1968, while wages increased only about one-third. "This

is ironic," Gottlieb declared, "in view of the industry's continued general decline." The American merchant marine has skidded from the first among the nations of the world to sixth in the past two decades.

Gottlieb offered the productivity figures to refute the concept that unions frustrate efficiency by insisting on wage gains in excess of productivity and by opposing technological progress.

Development of an improved network of transportation facilities, the Transportation Institute official went on, can be achieved more easily in the future through development of a "partnership" between labor and management.

"Sharing the common interest which their industry gives them," Gottlieb said, "is one of the surest ways that exists for reducing the tensions that inevitably build up between the worker on the one side and the employer on the other."

Good News

Jobless Rate Going Down In 20 Largest Urban Areas

The job situation in the nation's 20 largest urban areas "improved significantly," during 1968, according to a special study by the U. S. Department of Labor.

The statistics showed that the unemployment rate for the 20 areas averaged 3.4 percent in 1968, substantially below the 3.9 rate for 1967. In the central cities themselves, the jobless rate dropped from 4.7 percent to 4.1.

"The decline in the jobless rate in these large cities was greater than in the national rate which edged down to 3.6 percent in 1968 from 3.8 percent in 1967," the Labor Department said.

Employment rose by 310,000 and unemployment dropped by 120,000 in the 20 urban areas.

The Department reported that the 1968 drop in urban unemployment

benefited both white and non-white workers. Particularly important was a drop in unemployment among non-whites in the 20 core cities, their unemployment level edging down from 220,000 in 1967 to 190,000 in 1968, and their unemployment rate dropping from 7.6 to 6.3. Non-white unemployment dropped "significantly" in Detroit, New York and St. Louis. On the whole, however, the non-white jobless rate for most of the 20 areas continued at twice that for whites.

Urban areas studied included: Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Dallas, Detroit, Houston, Los Angeles-Long Beach, Milwaukee, Minneapolis-St. Paul, Newark, New York, Paterson-Clifton-Passaic, Philadelphia, Pittsburgh, San Francisco-Oakland, St. Louis and Washington, D. C.

Harsh Law Hits N.Y. Public Employees

Some of the most severe penalties ever written into labor legislation are incorporated in amendments to New York State's Taylor Law passed by the state legislature.

The new law, which drew the wrath of labor leaders, mediators, Democrats and many Republicans, was pushed by Governor Nelson Rockefeller. It is aimed at restricting the rights of public employees to strike.

Theodore W. Kheel, internationally known mediator in the public employee sector, said that the revisions "will do more harm than good." He added that the revisions were rushed through the legislature "without an opportunity for deliberation, debate or public comment".

Key changes in the law affecting unions and their members include:

- * Eliminating the maximum fine of \$10,000 a day against unions for public employee strikes called for under the former Taylor Law. Fines are now unlimited.

- * A mandatory loss of two days' pay for each striking worker for each day he is off the job.

- * A year's probation, with loss of tenure, for each employee on strike.

- * Unlimited suspension of dues checkoff for unions.

"This is the most repressive labor legislation ever passed in the free world, President Jerry Wurf, of State, County and Municipal Employees, asserted. "And like all repressive laws, it will create chaos in labor-management relations."

President David Selden of the American Federation of Teachers labeled it "out and out class legislation enacted by Rockefeller and the conservatives at the behest of the New York Times".

He said that "teachers and other public employees will now be forced to enter in politics on a much more extensive and far wider scale than in the past".

President Raymond R. Corbett of the New York State AFL-CIO, said the revised bill was "a blow to fair and full worker-employer relations in government".

The bill was called "a throwback to the stone age" by John J. De Lury of the Uniformed Sanitationmen's Union.

DRIVE REPORT

Joint Council 92 Holds Annual Drive Meet



Congressman Wilbur Mills (left), Mrs. Josephine Hoffa, and Odell Smith paused during proceedings of Joint Council 92's annual DRIVE meeting for this photo. Mrs. Hoffa is national president of DRIVE Ladies Auxiliaries, and Smith is President of Joint Council 92.

Outlines Course For Dynamic Action

A dynamic course for the labor movement in Arkansas and Oklahoma was outlined last month at the annual meeting in Hot Springs of Teamsters Joint Council 92 and the Council's DRIVE section.

A visit by Mrs. Josephine Hoffa, wife of Teamsters President James R. Hoffa, and a speech by Representative Wilbur D. Mills of Arkansas were the highlights of the two-day meeting at the Avanelle Motor Lodge. Odell Smith, president of Joint Council 92 and president of Teamsters 878 presided at the two conferences.

Others who spoke at the meeting were Carlos Moore, national director of DRIVE, Oklahoma State Senator Gene Stipes, Arkansas Labor Commissioner Arthur Hays and his deputy, Thomas Stover, and Teamsters attorney Theodore (Ted) Lamb of Little Rock.

Hot Springs Mayor Dan E. Wolf welcomed the Teamsters to the city at the opening session Saturday morning. The mayor expressed his support for the labor movement in general, saying, "The economy of an entire town or area is improved when unions can obtain better wages for the employees of that area."

Stover's address dealt, mainly with emphasizing the advantages that labor unions can realize from the existence of a healthy two-party system in a state. He said the two-party system helped to increase the motivation of both parties to serve the needs of the people.

Hays, who succeeded Stover when the Senate refused to confirm Stover's appointment as Labor commissioner, said he had a tremendous debt to pay

(Continued on page 26)

In Congress

'Democratic Study Group' Spotlights Key Issue Votes

A study just released by the Democratic Study Group (DSG) discloses that many Democratic congressmen vote mostly against rather than for the "national Democratic position" on key issues.

The DSG is composed of some 145 liberal Democrats in the House of Representatives. The study spotlights what long has been obvious to congressional observers—that many House Democrats (mostly Dixiecrats) form a "conservative coalition" with Republican members of the House.

The DSG study also reveals that

many of the Democratic committee and subcommittee chairmen—whose posts of leadership and influence depend upon their election by the Democratic majority—vote mostly against the Democratic-sponsored programs. Most of these congressmen are Southerners.

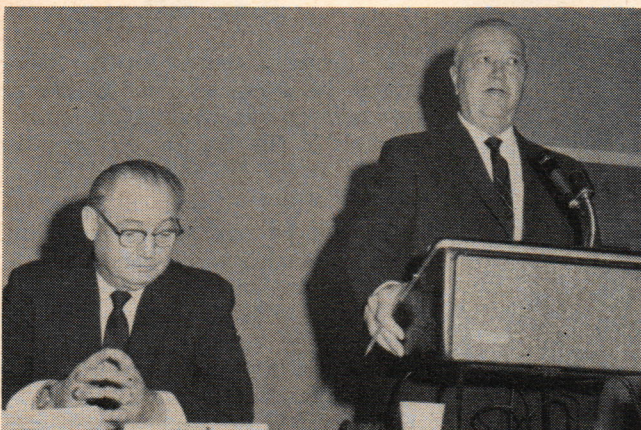
Often the turncoat Dems who vote on the House floor against the party position provide the margin of defeat, according to the DSG survey.

Based on an analysis of 30 key votes in the 90th Congress, 1967-68,

(Continued on page 27)



Congressman Mills discusses federal legislation.



Mayor Dan E. Wolf praises organized labor.



Okla. State Sen. Gene Stipes speaks to group.



Josephine Hoffa says "Hello" to DRIVE members.

(Continued from page 25)

to the labor movement. "The benefits of organized labor have helped me so much that there is no way I can ever fully repay that debt," he said. It was learned during the meeting that Stover will stay on at the Labor Department as Hays' deputy commissioner.

Attorney Ted Lamb outlined current trends in the field of labor law, emphasizing the problem of racial discrimination in the labor movement and current cases before the National Labor Relations Board and how they relate to Teamsters in particular.

Representative Mills devoted the major portion of his address to explaining how the Democratic Party had come to the aid of organized labor in the past and outlined what the Party planned to do for the movement in the days ahead. He emphasized the need for labor union members to begin work now to ensure election of Democrats in the off-year elections of 1970, saying that the Republicans already have begun to elect a majority in the House of Representatives and to elect several men to the Senate.

DRIVE Director Carlos Moore emphasized both the need to ensure the election of a majority of Democrats to Congress and the need for Teamsters to listen to some of the reasonable demands of young people and to try to recruit some of these youngsters into the labor movement.

President Odell Smith, addressing the DRIVE meeting on Sunday morning, told the delegates that it is important for DRIVE to continue to grow.

"We all have a responsibility," he said, "if we love the things we have, to remember that we have to be the kind of people to make this the kind of world we want to live in."

Joint Council DRIVE Director Charles Murphy emphasized some of the work being done in Oklahoma by the Teamsters to influence legislation that will be helpful to labor union members. He said the Joint Council 92 DRIVE membership now stood at more than 7,000. This is 2,200 more than last year at this time he said, adding: "I'm real proud of this number."

The delegates heard reports from the Joint Council officers and trustees on the progress that has been made in the past year by the Teamsters in Oklahoma and Arkansas.

Angry Victim

Congressman Calls for Halt To Unsolicited Credit Cards

Rep. Jonathan Bingham (D-N.Y.), angry because of the problems he encountered after receiving an unsolicited credit card in the mail, has introduced legislation to prohibit the issuance of credit cards except upon request.

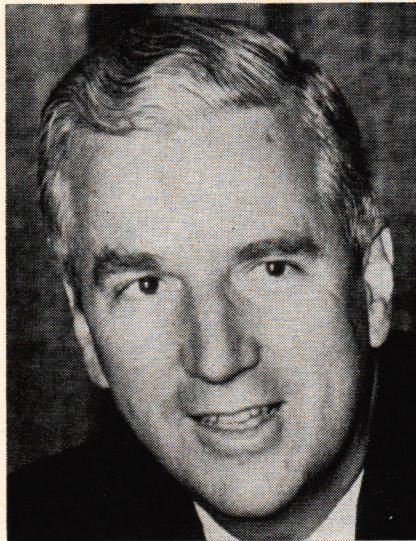
Not without humor, Rep. Bingham told his story in the *Congressional Record*:

"Some weeks ago I received a credit card, known as the 'Bankamericard,' from the State Street Bank & Trust Co. of Boston, issued to me—name slightly misspelled—at my home address. I promptly returned the card with an angry note saying I did not want it.

Balance Due

"Next I received a computer-issued statement showing a balance due under the credit card account in the amount of \$10.79 for a purchase my wife had made by mail from S.S. Pierce & Co., of Boston. O woe, that such a fine old firm should lend itself to these monstrous practices. This was annoying enough. What made it worse was that my wife had already paid by check for the item ordered.

"I returned the statement with another angry note. I made sure to write the note on Congressional stationery.



Rep. Bingham

"That ought to make them sit up and take notice," I thought. What naivete. The computer was wholly unimpressed.

"Since then, I have received a second statement, showing \$10 of the \$10.79 as past due, with a 16-cent interest charge added to the balance, and two increasingly sharp 'reminders' that my account is overdue.

"I feel like a character in a Kafka novel. In desperation, I am making

this public complaint on the floor of the House of Representatives. But what if I were not a Congressman? Would I simply have to submit to this outrage or find myself blacklisted by the credit reporting agencies?

"Mr. Speaker, it is time to call a halt. I am today introducing legislation, similar to that already introduced by Sen. Proxmire in the Senate, to prohibit the issuance of credit cards except upon request."

Emergency Hospital Bill Hits Senate

A Hospital Emergency Assistance Act of 1969 has been introduced in the Senate by Senator Warren Magnuson (D.-Wash.) aimed at correcting a growing crisis in our hospitals—that of overcrowded facilities and inadequate services."

Magnuson pointed out that as of 1968, our general hospitals required the construction of 85,007 new beds and modernization of 240,000 others.

"Today," he told the Senate, "thousands of unfortunate Americans die because of inadequate medical facilities. Thousands of others experience the pain and agony of waiting long hours before receiving the medical treatment they so urgently need."

In addition, the Washington State Senator said, "thousands of other patients are forced to recuperate in hospitals constructed to meet the needs of 15 and 20 years ago. Such conditions must not continue to plague our sick and infirm; further inaction on our part will only intensify a deteriorating and inexcusable situation."

For the last 20 years the Hill-Burton program has constituted the chief means of assistance to hospitals. Hill-Burton funds have provided 350,000 hospital and nursing home beds, helped 3,400 communities in building hospitals, nursing and health care centers.

"This has not been enough," Magnuson said.

He pointed out that state requests for new hospital beds amounted to 66,500 in 1965. Only 36,328 new beds were added that year and only 3,195 of these resulted from Hill-Burton.

In the five years before Medicare, the demand for hospital services rose 13.1 percent. During the same period, however, we witnessed only a 1.4 percent increase in the number of facili-

Democratic Study Group...

(Continued from page 25)

the DSG study discovered that the 145 DSG members "voted 91 per cent in support of Democratic programs and policies."

This contrasted with the record of the 102 non-DSG House Democrats who opposed the party's programs on 69 per cent of the same 30 key votes—nearly as much as the 76 per cent opposition vote cast by the 186 Republicans in the House.

DSG reported:

"Opposition of non-DSG Democrats was responsible for two-thirds of the 17 Democratic defeats on the 30 key votes. Democratic committee and subcommittee chairmen alone were responsible for over half the 17 de-

feats."

The study continued:

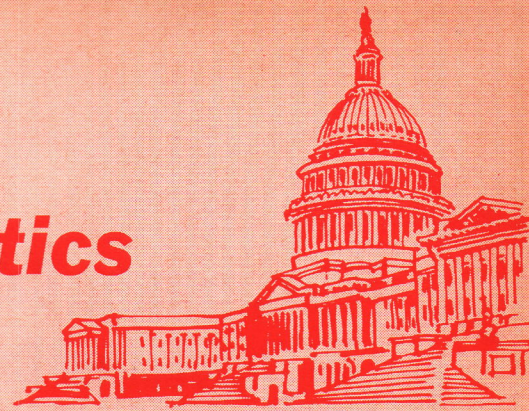
"One of every 3 Democratic committee and subcommittee chairmen—42 of 114—voted more often against than in support of Democratic programs. The other 72 Democratic chairmen voted 88 per cent in support of Democratic programs.

"The number of House Democrats voting more in opposition than support of Democratic programs has been steadily increasing over the past 16 years—from none in the 83rd Congress to 53 in the 90th Congress."

The 91st Congress, now in session, contains about the same makeup as the 90th Congress.



SPOTLIGHT ON Legislation and Politics



- Free Food Stamps

Sen. George S. McGovern, South Dakota Democrat, says he favors free food stamps for 7 million Americans in families earning less than \$1,000 a year. McGovern is chairman of the Senate Select Committee on Nutrition and Human Needs.

- Congressional Reform

House Republican leaders renewed their campaign for a reorganization of Congress, including a clarification of the lobbying laws. The Senate passed a reorganization bill 2 years ago but the House Rules Committee shelved it because of disagreement over some of its provisions.

- First Red Face

The first red face worn in the Nixon Administration was by Richard G. Kleindienst, Deputy Attorney General. Much mirth followed the disclosure of Kleindienst's elaborate time sheets drawn up to keep track of the Justice Department's 1,200 lawyers.

- Political Infighting

It is reported that the liberal House Democratic Study Group plans to set up task forces to make recommendations on issues ranging from election reform to tax reform. The purpose: To needle President Nixon.

- Nixon's First Setback

President Nixon received his initial legislative setback when the House Ways and Means Committee refused to accept his proposal to change the national debt ceiling. The committee voted to keep the Treasury on a continuing borrowing restriction \$5 billion tighter than requested.

- Bugs and Justice

The Justice Department plans a challenge of the recent Supreme Court decision granting defendants in a criminal trial the right to see transcripts of "bugged" telephone conversations.

- FTC IS TARGET

A group of law students that made a critical study of the Federal Trade Commission last summer recommended to a Senate committee that the FTC be abolished "so that American consumers will no longer labor under the illusion that a federal regulatory agency is protecting them." The students endorsed legislation already introduced to replace the FTC with a Cabinet-level Department of Consumers.

- Consumer Revolt

Sen. Frank E. Moss (R-Utah), newly-named chairman of the Senate Commerce Committee's consumer subcommittee, says he means to lead a "consumers revolt" against anti-consumer business practices. Moss says people are "angry at incredibly shrinking packages and expanding prices" and "frustrated by advertising which distorts or misleads."

- Union Boycotts

Sen. Edward J. Gurney (R-Fla.) has introduced a bill to prohibit union boycotts of prefabricated building materials. The American Institute of Architects Consulting Engineers Council is supporting Gurney.

- Desertion Rate Alarms

Members of Congress voiced concern over a Senate Armed Services subcommittee report that desertions in the Army last year totaled 53,357—a rate of 29.1 per thousand men. The subcommittee urged tightening of the law and of Army regulations covering desertion.

- Mechanic Licensing

Rep. Robert N. Giaimo (D-Conn.) has introduced a bill to provide for voluntary licensing of automobile mechanics by the Department of Transportation. Certificates of competence would be issued to mechanics meeting specific standards.

● Consumers Jabbed

Eight major oil companies have hiked their wholesale price of gasoline by either six or seven-tenths of a cent in recent weeks and many service station operators passed the price increase on to motorists at the rate of 1 to 3 cents a gallon.

Detroit was a typical example of the price rise pattern as the Retail Gasoline Dealers of Michigan, representing 2,000 service stations, said drivers there would pay a cent or two more than the current price.

A station manager in New York City said: "Naturally, if prices go up, we'll raise our prices." And so it goes.

● Wiping Out Poverty

The Council of Economic Advisers says that poverty in America can be wiped out in 8 years if the nation is willing to do the job.

In its annual report, the council noted that 22 million Americans continue to live in poverty, and added that a minimum income for the poor could be assured without substantial sacrifice by anyone.

Non-poor Americans, according to the council, can expect an income growth of 3 per cent a year. If one-half of 1 per cent of this income gain were directed toward relieving poverty, the job could be done in 6 to 8 years.

● Lie Detector Screening

The Polygraph Examiners of New York, a trade group, boasts that the use of polygraph testing by employers in that area has doubled in the past 5 years despite union opposition.

The president of the Retail Clerks local union in Philadelphia charged recently that some merchants use polygraph testing to discover workers that have signed union authorization cards—then fire them.

Labor leaders in New Mexico failed in an effort to get the state legislature to outlaw polygraphing of workers seeking jobs.

● Prime Interest Hike

The nation's largest banks raised the minimum charge on loans to their biggest borrowers to 7½ per cent—an increase of ½ per cent and the fourth such hike since last December.

The mid-March increase in theory is another move against inflation and is expected to dampen the demand for goods and services, thus "cooling" the overheated economy.

Businessmen indicated the boost would have no major impact on business spending. Consumers,

however, will suffer with still higher interest rates to face them on such items as cars, houses, and major appliances bought on installment.

● Affluence and Long Hours

Long hours on the job is the cost of belonging to the "affluent society," known in bygone days as the "leisure class," according to studies for the Labor Department.

Almost 1 in 5 heads of households in the United States is working an extra long workweek. Studies show that of those who work 49 or more hours per week, nearly half are on the job 60 hours or more. Among those who work more than 60 hours, the average is 69 hours.

The extra-long workweek is prevalent among highly-paid professional men, managers, and business owners.

● Scientists and Engineers

Department of Labor figures show there were more than 1 million scientists and engineers employed in the United States at the end of 1967—an increase of 6 per cent over the previous year.

Nearly half the scientists and engineers were employed in machinery, electronics, aircraft, ordnance, instruments and motor vehicles.

The same survey showed that technicians increased 9 per cent in number to 735,000 for the year.

● Shoe Prices Going Up

Shoe manufacturers showing their fall and winter lines at a trade show in New York City announced wholesale price hikes ranging from 3 to 5 per cent.

Buyers for retail shoe outlets were reported "unworried" about the price increases, considering it no more than a reflection of the inflationary trend—adding that it would not inhibit consumer purchases. One shoe buyer said, "Customers don't seem to object, not if they like the merchandise."

More than a billion pairs of shoes were marketed in the United States last year of which all but 175 million were of domestic manufacture.

● Smog Control

In Michigan, the Inter-Industry Emission Control program is installing experimental smog-control devices in fleets of test cars to be used both in the United States and abroad.

The 3-year program has reached the stage of determining—through testing of special concept vehicles

—which combination of fuels and hardware will result in maximum emission reductions.

Three basic approaches are being considered, including the use of thermal reactors, catalytic converters, and recirculation of exhaust gases.

● State Tax Increases

If all current proposals for new or increased tax levies are adopted by some 38 state legislatures, the total of state tax revenues will increase about \$4.9 billion this year.

The estimate is the result of a survey by the Tax Foundation. The sum would amount to 13 per cent of the \$36.4 billion collected by all states in fiscal 1968.

The net rise would reflect gross additions in the neighborhood of \$5.4 billion.

● Passenger Trains Dying

In a report to Congress, the Interstate Commerce Commission said recently that only government action will prevent the cessation of the nation's railway passenger service.

ICC records show that only 575 passenger trains are operating today compared with 1,448 a decade ago. Applications for discontinuance of passenger service in the past fiscal year were more than double the number of any previous 12-month period.

The report added: "The steadily mounting deficits of most passenger trains made it difficult to make the necessary funds to require their continuance."

● New Car Outlook

If you're planning on buying a new car, it might be well to wait until summer when new car dealers will be pressed to sell their record inventories.

Auto manufacturers, once caught short of supply in a miscalculation, now indicate they would rather have the dealers carrying too many cars in inventory than too few.

If there is a slack in new car sales going into the summer, it will mean that the thousands of unsold new cars will be competing in the fall with the 1970 models.

● Lottery Droops

New York State officials in charge of the lottery are puzzled—the lottery has hit a new low in sales.

Original expectations were for sales of \$30 million in tickets a month. Instead, customers are only buying about \$5 million in tickets a month—and in February the total dropped to less than \$4 million.

The decrease has come about despite increasing the number of sales outlets from 4,200 to 12,600.

● Drug Price Fixers

Many months of delay are expected before final settlements are reached in the case of five major pharmaceutical companies charged with antitrust violations in price-fixing cases.

The companies together have offered \$120 million to settle the cases; \$100 million to states, cities

and other political subdivisions plus wholesalers and retailers of antibiotic drugs; \$20 million to private hospitals and insurance plans.

Joining in the settlement offer were American Cyanamid Co., Chas. Pfizer & Co., and Bristol Myers Co., all convicted of price-fixing, and Upjohn & Co., and Squibb Beech-Nut, Inc., named as co-conspirators in the case.

● Corporate Profits

After-tax profits of corporations in the United States increased \$1.7 billion—or 3.3 per cent—in the fourth quarter of 1968, according to the Commerce Department.

Compared with the same quarter a year earlier, the record seasonally adjusted annual rate of nearly \$53 billion in profits was an increase of 5.2 per cent.

Dividends paid to stockholders in the same quarter were up \$200 million—bringing them to a \$25.4 billion rate or nearly \$3 billion higher than a year earlier.

● Cash for Poor

The chairman of a Presidential commission has proposed that the federal government fight poverty by providing cash income to poor people, including supplements for low-wage workers.

Making the recommendation recently was Ben W. Heineman, chairman of the President's Commission on Income Maintenance Programs. The commission, 15 months old, is scheduled to give a report of its findings next fall.

Heineman said one-third of the nation's 22 million poor people are now in families in which the father works all year, yet there is no federal aid for the working poor.

● Green Signs Best

Road signs with brilliant green backgrounds are most easily seen by the daytime driver, according to a 4-year study on traffic sign requirements made at Michigan State University.

Of all colors tested, brilliant green—the color most commonly used on the Interstate Highway system—performed the best in most situations.

Brilliant green was especially good against grass, dark hill, dark tree, building and highway bridge backgrounds—all of which comprise the bulk of road backgrounds seen by daytime drivers.

● Transportation Problem

Transportation Secretary John A. Volpe said in a recent speech that Americans "must now accept the fact that the private automobile will not forever be the absolute monarch of our core cities."

He noted that more and more responsible and independent observers are questioning the survival of the automobile in large city cores. Cars entering the city, he suggested, might one day be taxed to pay for police services, traffic control, parking and road repair.

WHAT'S NEW?

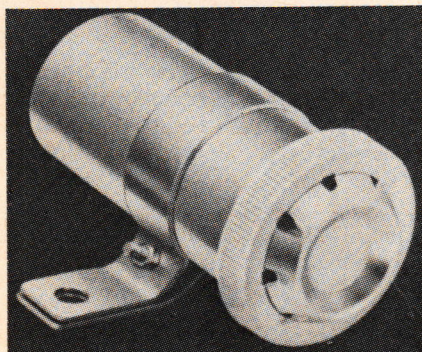
Back-Up Warning

A failsafe device designed for trucks, buses or passenger autos, is being perfected by a respected manufacturer.

The one-piece unit connects to the vehicles back-up lights wiring with insulation piercing terminals to speed and simplify installation. If the vehicle is not equipped with a back-up light mechanism, the firm offers a universal back-up switch that activates the alarm device.

Two sheet metal screws with lock washers are needed for ease of mounting. The unit is purchased with furnished ground wires, specially fitted to prevent short circuits.

A simple back-up warning device attached to the warning light wiring system of any vehicle can give added safety to workers and pedestrians.



Many of these systems are available. The one pictured above gives off a loud intermittent beep when the reverse gear of the vehicle is engaged. This device comes complete with wires and mounting bracket.

Container Housing

The problem of bulk loading containerized hauls has been met and solved by a unique new concept in loading. The concept is based on a new type trailer developed by a Canadian firm.

The pick-up plate at the front end of the trailer has two additional snap catches at the front and two safety locks at the rear of the trailer which secure the rear door. When the driver removes the pick-up plates on the

front and the rear locks, he simply hauls away the housing portion of the trailer, thus exposing the flat bed portion of the trailer, something like a telescoping action.

The trailer is constructed of lightweight aluminum for the housing and a heavy-duty deck on which the cargo rests.

Advantages of this new type trailer include elimination of the use of tarps, limits the possibility of weather damage to cargo, it can be made to individual needs, it can be completely sealed and bonded; all in addition to reducing loading and unloading time.

Indoor Grill



The portable grill pictured above is intended to attract those hearty individuals who enjoy charcoal broiled steak all year round. According to the manufacturer, the grill fits on any normal gas burner and consists of a pan two inches deep and a nine inch square grate.

In addition to inside use, the manufacturer also recommends the broiler for camping or boating because of its compact dimensions.

Programmed Travel

If you are the kind of person who hesitates to drive the car on your vacation, or can't be trusted to drive outside of your neighborhood; some experiments being carried out by the Department of Transportation may be of special interest to you.

The Bureau of Public Roads is testing a computer system which will flash the direction of your pre-plotted trip at every intersection. The system would work something like this: The driver going from point A to point B would use a directory providing coded symbols for his destination. The symbol would be punched into a computer—decoded and mounted on the dashboard of the auto.

As the vehicle approaches an intersection, a coded message reaches a special antenna buried in the roadway

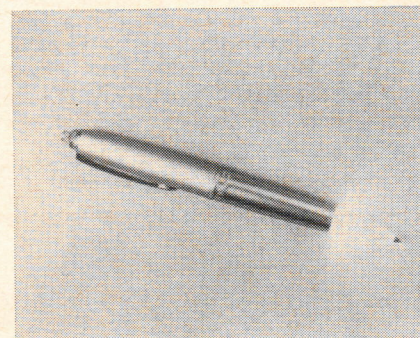
and connected to the roadside computer.

The computer receives and decodes the vehicle destination code and transmits the information in the form of directional instructions back to the vehicle to trigger a windshield display which will flash a left turn-right turn arrow or some instruction. An audible beep warns the driver that the visual instruction is about to be given.

The 16 directional systems include 11 arrows and five simple two or three word instructions. When the arrow is flashed it is superimposed on the road scene so the driver can watch the road and signal at the same time without distraction. The Bureau of Public Roads is due to report on the system by December 30, 1970.

Pen-Light

Novelty lovers will get a kick out of this pen which is designed to illuminate a writing surface under any conditions. While it may be a novelty to



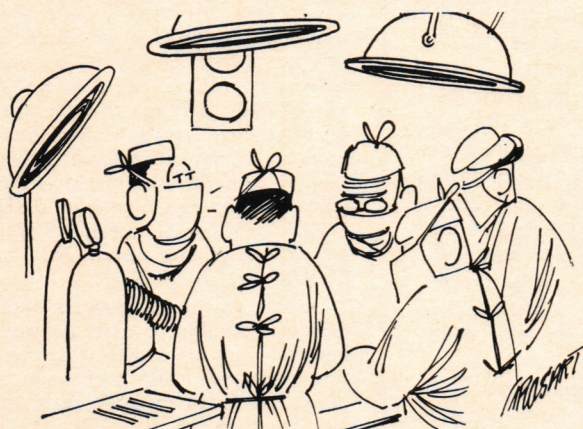
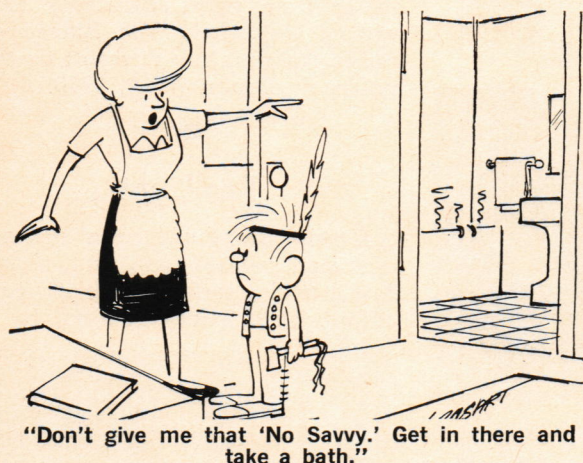
incorporate a pen and flashlight, the manufacturer reminds us that there are many different uses for combination lights and writing utensils.

Policemen, truckers even housewives can find innumerable uses for this gadget.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Speaking Up

On his way to market one day, a farmer accompanied by his old horse and faithful dog came upon a stream. As his horse balked at crossing, the farmer got out of his wagon and began to beat the horse with a switch.

"Don't do that," said the horse "I'll get moving in a minute."

As he got back into the wagon the farmer remarked, "Gosh darn, I didn't know horses could talk."

"Neither did I," said the dog.

Applied Psychology

After several hours of continued aggravation, a harried mother finally turned to her son and said; "That's enough, Marvin, now go out to the yard and pull a switch off of the tree for your whipping."

Seconds later the child returned, "The tree is too tall, but here is a rock you can throw at me."

From The Mouths of Babes

Definition of Nursery School—A place where they teach kids who hit, not to and kids who don't hit to hit back.

The Natural Order

While riding in the country, a long-married couple happened past a large lake with a goose and a gander swimming on the calm waters. "Look Pa, see how well that goose and gander get along. That's the way everyone should live."

On their return trip the couple once again drove past the same lake. This time the silhouettes of the goose and gander were clearly visible. "There they are again, Pa. Wouldn't it be wonderful if people could get along that way."

"If you'll look a little closer, Ma, you'll see that ain't the same gander," replied Pa.

A Craftsman's Pay

A wealthy politician one day tried to open his private safe in his home only to find it jammed. As a personal friend of the warden of the state prison, he put in a call inquiring if any of the jail's inmates might be able to open the safe. Several hours later a prison inmate and a prison guard arrived at his front door. After fumbling with the dial for a few moments, the inmate deftly opened the safe door.

"How much do I owe you," inquired the politician.

"Well," said the prisoner, "last time I opened this safe I got \$1800."

Definition

Joint Account—An arrangement whereby one person does all the depositing and another does all the withdrawing.

FIFTY YEARS AGO

in Our Magazine



Vol. XVI

(From the April, 1919, issue of the TEAMSTER)

Number 4

Teamsters Press Drive To Erase High Rate of Rural Illiteracy

THE high proportion of illiteracy found to exist, both among children and adults, draws sharp attention to the obvious need for increased attention to a stricter enforcement of the compulsory school attendance law, the building of more and better equipped schools, longer school terms, and higher salaries for teachers.

Three-fifths of the children in the United States are rural children. This fact lends broad interest to the announced result of a recent study of the everyday life of the rural child, his needs and opportunities (as typified by conditions found to exist in a lowland—or cotton-raising county—and in a mountain county of North Carolina) which has been made by the Children's Bureau, United States Department of Labor.

In the areas chosen for investigation every home in which there was a child under 16 years was visited. The survey in the lowland county included 127 white families with 340 children; and 129 Negro families with 404 children under 16. In the mountain county 231 white families with 697 children under 16 years were visited.

Of the lowland families visited, approximately 1 white child out of every 10, and 1 Negro child out of every 3, between the ages of 10 and 20 years, had never learned to read or write. One out of every 6 white mothers, and 1 out of every 3 Negro mothers were also found to be illiterate.

In the mountain county survey over two-thirds of the children between the ages of 10 and 20 years were unable to either read or write.

A too short school term, usually from four to five months only, and extremely irregular attendance even during this brief period are given as among the contributing causes of illiteracy. The yearly average of attendance for this section, for instance, varies from 50 to 85 per cent of the

total enrollment. The fact that fewer children attend school in November, the cotton-picking season, and that in March many of the older boys are kept at home to help with the spring planting, goes to prove that the extensive use made of child labor on the farms in this neighborhood does much to interfere with the child's proper education. Bad weather, rough roads, and long distances between homes and school buildings all help to lower the attendance. Thirteen white families and 27 Negro families with children of school age have no school nearer than two and one-half miles, and by law no child living at that distance is required to attend school.

The North Carolina school law, as amended in 1917, requires children between 8 and 14 years of age to be in school at least four months of the term. But exceptions, are made in the cases of children so handicapped mentally or physically as to make attendance impractical; of those whose parents are too poor to provide them with suitable clothes, or necessary books, or who need

their services at home; and of those who live more than two and one-half miles from the nearest school house. Since the child is only assured by law of 24 months of schooling in preparation for his life's work, it is pointed out that with these numerous exemptions, the difficulties surrounding school attendance and the demands for the child's help on the farm, his schooling is apt to be far too brief and irregular.

States Must Act Jointly

School Life, official organ of the United States bureau of education, appeals to the nation and to the various states to act jointly in a campaign to remove illiteracy. It is estimated that there are 8,500,000 persons in the United States over 10 years of age who can not read a newspaper, bill board, sign, booklet or letter in the English language.

"This problem is national," says School Life. "The south leads in illiterates. The north leads in non-English speaking. Seventeen and one-half per cent of the people of the east south central states are illiterate, but 15.8 per cent of the people in Passaic, N.J., can not read, speak or write English. Sixteen per cent of the people of the south Atlantic states are illiterate, and so are 13.2 per cent of the people of Lawrence and Fall River, Mass."

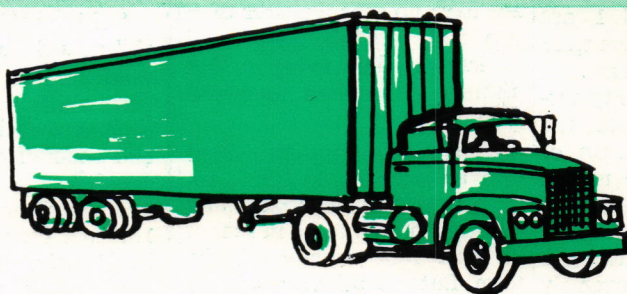
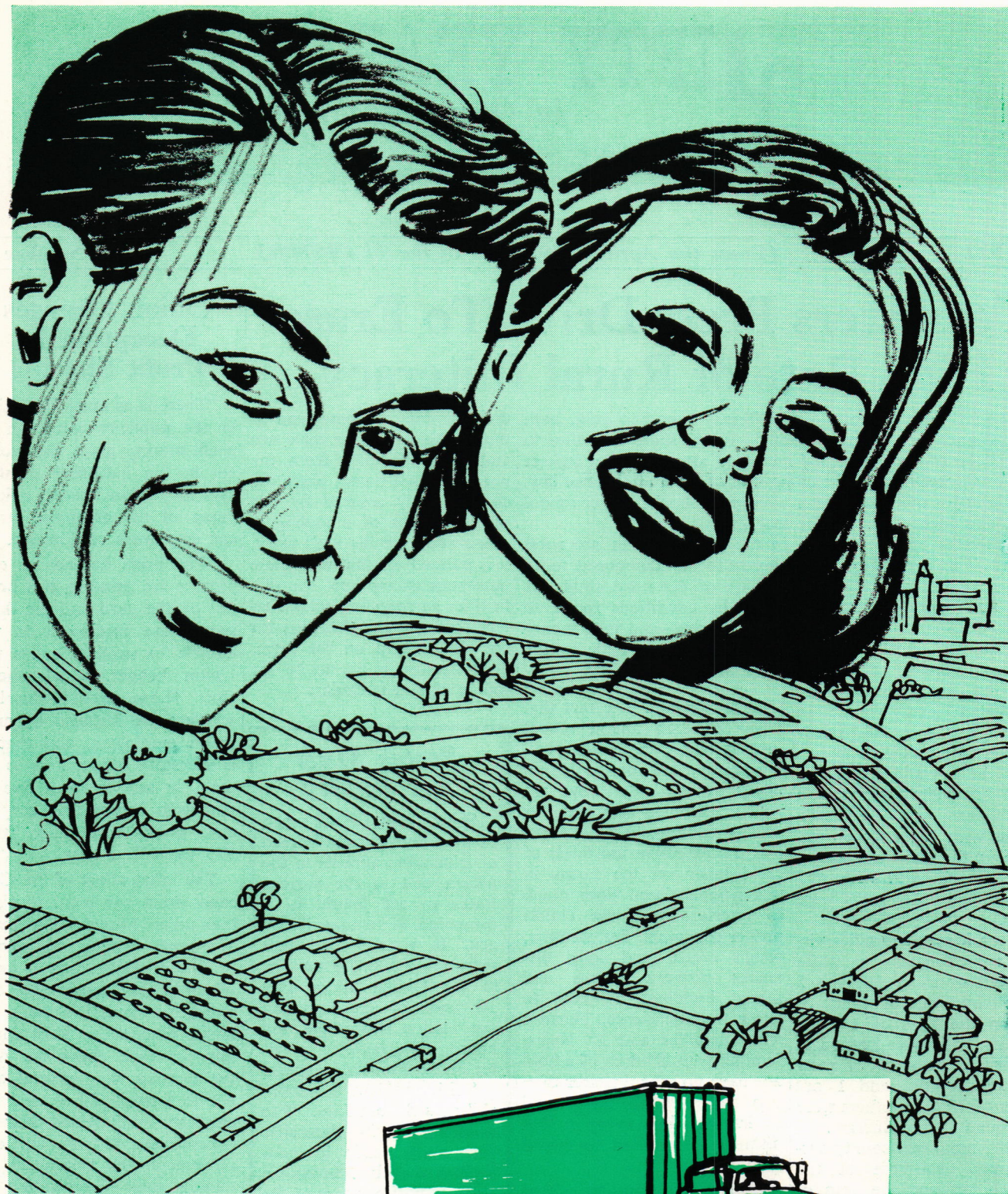
Union Charges Deception In Profit Sharing

"There is as much deception in the publicity campaign of profit-sharing plans for workers in big industrial plants," says the Union Leader, official paper of the organized street car employees of Chicago.

"The press bureaus of employers are grinding this bunk out by the yard and the daily papers are feeding it to the gullible to swallow," says the Union Leader, which shows that these profit-sharing schemes are installed by anti-union employers, and that it is necessary for workers to remain in service from five to ten years before they can secure profits that range from \$75 to \$150 a year.

The latest effort of the Chicago street car men, through their union, brought an increase of 9 cents an hour. On a basis of 300 working days a year, which is very conservative for street car men, this wage increase amounts to \$270 annually for each employee. And the increase was general and not to a favored few, and the employees maintained their independence. It was but one movement, the employees retaining their organization to move again when it becomes necessary.

So-called profit sharing, to use a stereotyped expression, is a delusion and a snare. It does not share profits with the employees. It keeps the workers divided and prevents them from forcing a more equal share of the revenue from the business through the power of organization.



MOVING?

Insist on Safe

TEAMSTERS SERVICE

